




Approved By AICTE & Directorate of Technical Education Kerala. | Affiliated to APJKTU University.

5.2.1 Average percentage of placement of outgoing students

The placement summary of various branches for the academic year 2022-2023 is as follows

| Sl.NO | Academic year | Branch | No.of students placed | Total placement for the academic year |
|-------|---------------|--------|-----------------------|---------------------------------------|
| 1 | 2022-2023 | CE | 52 | 376 |
| 2 | 2022-2023 | CSE | 87 | |
| 3 | 2022-2023 | ECE | 30 | |
| 4 | 2022-2023 | EEE | 18 | |
| 5 | 2022-2023 | ME | 69 | |
| 6 | 2022-2023 | MBA | 120 | |
| 7 | 2022-2023 | CH | 0 | |
| 8 | 2022-2023 | AI | 0 | |




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Internal Quality Assurance Cell (IQAC)

MANGALAM COLLEGE OF ENGINEERING

5.2.1 Number of placement of outgoing students during the year

| Sl.No | Year | Name of student placed and contact details | Program graduated from | Name of the employer with contact details | Pay package at appointment |
|-------|-----------|--------------------------------------------|------------------------|-------------------------------------------|----------------------------|
| 1 | 2022-2023 | ABIN JOY | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 2 | 2022-2023 | ADARSH JOSEPH | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 3 | 2022-2023 | ADITHYAN S | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 4 | 2022-2023 | ADITHYA SHINE | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 5 | 2022-2023 | AJAY DAS MANIKUNNEL | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 6 | 2022-2023 | AJITH JOY | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 7 | 2022-2023 | AJITH K G N | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 8 | 2022-2023 | AKSHAY P S | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 9 | 2022-2023 | AKSHAY RAJ | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 10 | 2022-2023 | AKSHAY V J | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 11 | 2022-2023 | PARVATHY PARTHASARATHY | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 12 | 2022-2023 | PRANAV P J | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 13 | 2022-2023 | PRIYA VARGHESE | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| | | | | SUTHERLAND | 207972 |
| 14 | 2022-2023 | REMIN RAFI | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 15 | 2022-2023 | RINO JOSEPH | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 16 | 2022-2023 | R RAJESH | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 17 | 2022-2023 | SAJIN K JOHN | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 18 | 2022-2023 | SANANDHU K S | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 19 | 2022-2023 | SANJAY SURESH | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 20 | 2022-2023 | SARAN SASIDHARAN | BTECH ME | EMI PRODUCTS, BENGALURU | 186000 |
| 21 | 2022-2023 | JAYARAJ J | BTECH ME | SUTHERLAND | 207972 |
| 22 | 2022-2023 | JOEL JAIRON | BTECH ME | SUTHERLAND | 207972 |
| 23 | 2022-2023 | KIRAN E P | BTECH ME | SUTHERLAND | 207972 |
| 24 | 2022-2023 | CJO KURIAN ABRAHAM | BTECH ME | POPULAR HYUNDAI | 180000 |
| 25 | 2022-2023 | AMAL E S | BTECH ME | S S INDUSTRIES | 120000 |
| 26 | 2022-2023 | AMAL JAGADEESH | BTECH ME | S S INDUSTRIES | 120000 |
| 27 | 2022-2023 | AMAL KUMAR P P | BTECH ME | S S INDUSTRIES | 120000 |
| 28 | 2022-2023 | ANAND K RAJ | BTECH ME | S S INDUSTRIES | 120000 |
| 29 | 2022-2023 | ANANDU SAJEEV | BTECH ME | S S INDUSTRIES | 120000 |
| 30 | 2022-2023 | ANANDU SOMAN | BTECH ME | S S INDUSTRIES | 120000 |
| 31 | 2022-2023 | ANANTHU SABU | BTECH ME | S S INDUSTRIES | 120000 |
| 32 | 2022-2023 | ANOOP AJAYAN | BTECH ME | S S INDUSTRIES | 120000 |
| 33 | 2022-2023 | ANSIL V HARRIS | BTECH ME | S S INDUSTRIES | 120000 |
| 34 | 2022-2023 | ARAVIND P | BTECH ME | S S INDUSTRIES | 120000 |
| 35 | 2022-2023 | GOWTHAM BHASKAR | BTECH ME | BYJUS | 86684 |

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|----|-----------|----------------------|----------|-------------------|--------|
| 36 | 2022-2023 | JUSTIN VARKEY | BTECH ME | SUTHERLAND | 207972 |
| 37 | 2022-2023 | BIBIN VARGHESE | BTECH ME | SUTHERLAND | 207972 |
| 38 | 2022-2023 | ELDHOSSE BABU | BTECH ME | SUTHERLAND | 207972 |
| 39 | 2022-2023 | JITHIN G NAIR | BTECH ME | KEYS INDUSTRIES | 150000 |
| 40 | 2022-2023 | JITHU MOHAN | BTECH ME | KEYS INDUSTRIES | 150000 |
| 41 | 2022-2023 | JONATH THOMAS GEORGE | BTECH ME | KEYS INDUSTRIES | 150000 |
| 42 | 2022-2023 | JUSTIN K KURIAN | BTECH ME | KEYS INDUSTRIES | 150000 |
| 43 | 2022-2023 | KEVIN CHANDY EAPEN | BTECH ME | KEYS INDUSTRIES | 150000 |
| 44 | 2022-2023 | KEVIN JOHN | BTECH ME | KEYS INDUSTRIES | 150000 |
| 45 | 2022-2023 | KIRAN R | BTECH ME | KEYS INDUSTRIES | 150000 |
| 46 | 2022-2023 | MAHESH KUMAR R | BTECH ME | KEYS INDUSTRIES | 150000 |
| 47 | 2022-2023 | M AMALNATH | BTECH ME | KEYS INDUSTRIES | 150000 |
| 48 | 2022-2023 | MANU DEV M | BTECH ME | KEYS INDUSTRIES | 150000 |
| 49 | 2022-2023 | ABDHULROUF C A | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 50 | 2022-2023 | ABHIJIT SHAJU | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 51 | 2022-2023 | ABHIJIT S | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 52 | 2022-2023 | ABHINAND VIJAY | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 53 | 2022-2023 | ALEN JOSE | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 54 | 2022-2023 | ALEX MATHEW GEORGE | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 55 | 2022-2023 | ARAVIND SHINE | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 56 | 2022-2023 | ARJUN A | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 57 | 2022-2023 | ARJUN P | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 58 | 2022-2023 | ARUN RAJU | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 59 | 2022-2023 | FAMV ANTONY | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 60 | 2022-2023 | FELIX ALEXANDER | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 61 | 2022-2023 | GOPIKRISHNA B | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 62 | 2022-2023 | GOVIND S NAIR | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 63 | 2022-2023 | HARISH KUMAR H | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 64 | 2022-2023 | JAYASHANKAR PILLAI | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 65 | 2022-2023 | MATHEWS CHACKO | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 66 | 2022-2023 | NIDHIN KRISHNA | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 67 | 2022-2023 | NIKHIL VARGHESE | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 68 | 2022-2023 | SARUN C S | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 69 | 2022-2023 | SAYANA NIYAS | BTECH ME | SMITHA INDUSTRIES | 150000 |
| 70 | 2022-2023 | DIVYA ANNA SAJU | BTECH CE | Ultratech Ltd | 360000 |
| 71 | 2022-2023 | BHAGYA S | BTECH CE | Ultratech Ltd | 360000 |
| 72 | 2022-2023 | JENITTA KURIAKOSE | BTECH CE | Ultratech Ltd | 360000 |


 Date: 10/11/2023
 Signature: [Handwritten]
 Designation: [Handwritten]

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| 73 | 2022-2023 | GEETHU SUBASH | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 74 | 2022-2023 | BIBIN VARGHESE | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 75 | 2022-2023 | ARATHI S | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 76 | 2022-2023 | ATHIRA HARIDAS | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 77 | 2022-2023 | BINISHA SAIRA PHILIP | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 78 | 2022-2023 | JOYAL JOSEPH | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 79 | 2022-2023 | VARSHA B | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 80 | 2022-2023 | SMRUTHY MOHAN | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 81 | 2022-2023 | SEBIN SABU | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 82 | 2022-2023 | ROBIN SCARIA | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 83 | 2022-2023 | POOJA PRAMOD | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 84 | 2022-2023 | KRISHNAPRIYA B | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 85 | 2022-2023 | CHICHU BABU | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 86 | 2022-2023 | SREELEKSHMI SURESH | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 87 | 2022-2023 | V AADITHY | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 88 | 2022-2023 | ARATHY RAJ R | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 89 | 2022-2023 | ANITTA PAUL | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 90 | 2022-2023 | JITHIN VIJU | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 91 | 2022-2023 | SANDRA S | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 92 | 2022-2023 | ACHU S | BTECH CE | Mary Matha Infrastructure Private Limited | 180000 |
| 93 | 2022-2023 | AMMAN SAJAN | BTECH CE | LEO ASSOCIATES | 156000 |
| 94 | 2022-2023 | BIKKU BIJU | BTECH CE | LEO ASSOCIATES | 156000 |
| 95 | 2022-2023 | JIMIL THOMAS | BTECH CE | LEO ASSOCIATES | 156000 |
| 96 | 2022-2023 | MEGHA MEENU UNNI | BTECH CE | LEO ASSOCIATES | 156000 |
| 97 | 2022-2023 | ALEENA ALAN | BTECH CE | LAVITHA CONSTRUCTIONS | 144000 |
| 98 | 2022-2023 | AVANI S | BTECH CE | LAVITHA CONSTRUCTIONS | 144000 |
| 99 | 2022-2023 | SREYA SHAJI | BTECH CE | LAVITHA CONSTRUCTIONS | 144000 |
| 100 | 2022-2023 | MIDHUN SETHU | BTECH CE | LAVITHA CONSTRUCTIONS | 144000 |
| 101 | 2022-2023 | AJITH V | BTECH CE | ABHIS CONSTRUCTIONS | 180000 |
| 102 | 2022-2023 | ARYA N R | BTECH CE | ABHIS CONSTRUCTIONS | 180000 |
| 103 | 2022-2023 | MILAN SREEMATH | BTECH CE | ABHIS CONSTRUCTIONS | 180000 |
| 104 | 2022-2023 | ROSHAN REJI | BTECH CE | ABHIS CONSTRUCTIONS | 180000 |
| 105 | 2022-2023 | JITHU SREEKUMAR | BTECH CE | ABHIS CONSTRUCTIONS | 180000 |
| 106 | 2022-2023 | BLITTO M KURUVILA | BTECH CE | KOODARAM BUILDERS& INTERIORS | 156000 |
| 107 | 2022-2023 | AISWARYA P | BTECH CE | KOODARAM BUILDERS& INTERIORS | 156000 |
| 108 | 2022-2023 | VYSHNAVI G NATH | BTECH CE | KOODARAM BUILDERS& INTERIORS | 156000 |
| 109 | 2022-2023 | FEBINA V SHAJI | BTECH CE | KOODARAM BUILDERS& INTERIORS | 156000 |
| 110 | 2022-2023 | APARNA B PRASAD | BTECH CE | P&P ASSOCIATES | 156000 |
| 111 | 2022-2023 | DEVIKA S | BTECH CE | P&P ASSOCIATES | 156000 |
| 112 | 2022-2023 | SANJAY P KAILAS | BTECH CE | P&P ASSOCIATES | 156000 |
| 113 | 2022-2023 | POOJAMOL P R | BTECH CE | P&P ASSOCIATES | 156000 |

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|-----|-----------|------------------------------|-----------|------------------------------|--------|
| 114 | 2022-2023 | IVIN JACOB THARAKAN | BTECH CE | OLDAC ARCHITECTS | 120000 |
| 115 | 2022-2023 | CYRIL GEORGE | BTECH CE | OLDAC ARCHITECTS | 120000 |
| 116 | 2022-2023 | VARSHA MADHU | BTECH CE | ST.JOSEPHS CONSTRUCTIONS | 156000 |
| 117 | 2022-2023 | MIDHUN M | BTECH CE | ST.JOSEPHS CONSTRUCTIONS | 156000 |
| 118 | 2022-2023 | AKSHARA NAIR | BTECH CE | ST.JOSEPHS CONSTRUCTIONS | 156000 |
| 119 | 2022-2023 | ROSHAN DANIEL | BTECH CE | ST.JOSEPHS CONSTRUCTIONS | 156000 |
| 120 | 2022-2023 | AKHIL THILAK | BTECH CE | AB BUILDERS KUMBHAKONAM | 192000 |
| 121 | 2022-2023 | TINU JOSEPH | BTECH CE | AB BUILDERS KUMBHAKONAM | 192000 |
| 122 | 2022-2023 | ANJANA PRAKASH | BTECH CSE | TCS | 336887 |
| 123 | 2022-2023 | NEENU JOSEPH | BTECH CSE | TCS | 336887 |
| 124 | 2022-2023 | ABDU SUBHAN | BTECH CSE | 6D TECHNOLOGIES | 340000 |
| | 2022-2023 | | | TOUCH Q SOFTWARE SOLUTIONS | 290000 |
| 125 | 2022-2023 | ABHIJITH BIJU | BTECH CSE | STEPS ON WEB CONSULTENCY LTD | 216000 |
| 126 | 2022-2023 | ABHILASH NAIR | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 127 | 2022-2023 | ABHISHEK HR | BTECH CSE | STEYP PVT LTD | 240000 |
| | 2022-2023 | | | TALROP PVT LTD | 240000 |
| 128 | 2022-2023 | ABIN MOUSES ANDREWS | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 129 | 2022-2023 | ABU ARAVIND | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 130 | 2022-2023 | AJAY GEORGE | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 131 | 2022-2023 | AJITH GEEVARGHEESE MATHEW | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 132 | 2022-2023 | AJU THOMAS | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 133 | 2022-2023 | AKSHAYA ANISHKUMAR | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 134 | 2022-2023 | ANN THERESSA JOSEPH | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 135 | 2022-2023 | ARATHY KRISHNA | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 136 | 2022-2023 | ARAVIND P | BTECH CSE | BYJU'S | 204000 |
| 137 | 2022-2023 | AVANI MANEESH | BTECH CSE | IBS | 400000 |
| | 2022-2023 | | | ACABUS VOICE | 400000 |
| | 2022-2023 | | | SUTHERLAND | 240000 |
| 138 | 2022-2023 | DEEPANSHU TARANGI | BTECH CSE | VOICE SUTHERLAND | 240000 |
| | 2022-2023 | | | TOUCH Q SOFTWARE SOLUTIONS | 290000 |
| 139 | 2022-2023 | DERIN TOM | BTECH CSE | IBS | 400000 |
| 140 | 2022-2023 | DIYA MERIN BABU | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 141 | 2022-2023 | HARIKRISHNA B | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 142 | 2022-2023 | JUSTINE MATHEW | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 143 | 2022-2023 | KICHU DILEEP | BTECH CSE | IBS | 400000 |
| | 2022-2023 | | | NON | 240000 |
| 144 | 2022-2023 | LEKSHMI KOCHUMON | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 145 | 2022-2023 | LINSA MARIAM BINU | BTECH CSE | IBS | 400000 |
| 146 | 2022-2023 | MALAVIKA PRASAD | BTECH CSE | IBS TOUCH | 400000 |
| | 2022-2023 | | | Q SOFTWARE SOLUTIONS | 290000 |
| 147 | 2022-2023 | MEGHA NAIR | BTECH CSE | VOICE SUTHERLAND | 240000 |

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|-----|-----------|----------------------|-----------|----------------------|--------|
| 148 | 2022-2023 | RIYA BABY | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 149 | 2022-2023 | ROSE THOMAS | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 150 | 2022-2023 | ROSHAN ROY | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 151 | 2022-2023 | SURAJ THIVARI | BTECH CSE | 6D TECHNOLOGIES | 340000 |
| 152 | 2022-2023 | VISHNU RADHAN | BTECH CSE | VOICE SUTHERLAND | 240000 |
| 153 | 2022-2023 | LIJIN LAJU | BTECH CSE | SUTHERLAND | 240000 |
| 154 | 2022-2023 | ROHITH RAJU | BTECH CSE | REMO SOFTWARE | 216000 |
| 155 | 2022-2023 | ABHISHEK PRATHAP | BTECH CSE | CITY MAPIA | 144000 |
| 156 | 2022-2023 | ADITHYA A NAIR | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 157 | 2022-2023 | ALBIN ABRAHAM GEORGE | BTECH CSE | CITY MAPIA | 144000 |
| 158 | 2022-2023 | ALBIN VARKEY | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 159 | 2022-2023 | ALEN JOHNY | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 160 | 2022-2023 | ANAHA BABU | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 161 | 2022-2023 | ANJU BABU | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 162 | 2022-2023 | ANKITHA MURALI | BTECH CSE | CLAVELAND | 240000 |
| 163 | 2022-2023 | ANNA MARIYA E.S | BTECH CSE | CITY MAPIA | 144000 |
| 164 | 2022-2023 | ARJUN DAS | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 165 | 2022-2023 | ASHIK DAS T H | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 166 | 2022-2023 | ASWIN MANOJ | BTECH CSE | CLAVELAND | 240000 |
| 167 | 2022-2023 | ASWIN V T | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 168 | 2022-2023 | BOBIN VARGHESE | BTECH CSE | CITY MAPIA | 144000 |
| 169 | 2022-2023 | DACENA C MARTIN | BTECH CSE | CLAVELAND | 240000 |
| 170 | 2022-2023 | DENZEL JOBI | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 171 | 2022-2023 | DEVIKA NANDAKUMAR | BTECH CSE | CITY MAPIA | 144000 |
| 172 | 2022-2023 | DEVU V S | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 173 | 2022-2023 | EBIN BABY | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 174 | 2022-2023 | ELSON P ANIYAN | BTECH CSE | CITY MAPIA | 144000 |
| 175 | 2022-2023 | G HARIKRISHNA | BTECH CSE | CITY MAPIA | 144000 |
| 176 | 2022-2023 | HARSHA WILSON | BTECH CSE | CLAVELAND | 240000 |
| 177 | 2022-2023 | SOPHIYA SUNNY | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 178 | 2022-2023 | INDRAJITH M DINESH | BTECH CSE | CLAVELAND | 240000 |
| 179 | 2022-2023 | JISHNU V JOSHY | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 180 | 2022-2023 | JOEL ROY | BTECH CSE | CLAVELAND | 240000 |
| 181 | 2022-2023 | JOFFIN GEORGE | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 182 | 2022-2023 | KENUS ROY | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 183 | 2022-2023 | KOSHY M VARKEY | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 184 | 2022-2023 | MANEESH MATHEW K J | BTECH CSE | CITY MAPIA | 144000 |
| 185 | 2022-2023 | MANYA JOSEPH | BTECH CSE | CLAVELAND | 240000 |
| 186 | 2022-2023 | MELVIN M ABRAHAM | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 187 | 2022-2023 | M S JOITSON | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 188 | 2022-2023 | NAFCY N | BTECH CSE | NON VOICE SUTHERLAND | 240000 |

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|-----|-----------|--------------------|-----------|---------------------------------------|--------|
| 189 | 2022-2023 | NANDANA K SAJI | BTECH CSE | CLAVELAND | 240000 |
| 190 | 2022-2023 | NAYANA ANNA JOSH Y | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 191 | 2022-2023 | NIKITA NITEEN | BTECH CSE | CITY MAPIA | 144000 |
| 192 | 2022-2023 | NITHIN CHANDRAN | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 193 | 2022-2023 | NIVED MANOJ | BTECH CSE | CITY MAPIA | 144000 |
| 194 | 2022-2023 | PARVATHY PUSHPAN | BTECH CSE | CLAVELAND | 240000 |
| 195 | 2022-2023 | PREEJAMOL PRASAD | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 196 | 2022-2023 | RIMIL JOSEPH | BTECH CSE | CLAVELAND | 240000 |
| 197 | 2022-2023 | SAJAN THOMAS | BTECH CSE | CITY MAPIA | 144000 |
| 198 | 2022-2023 | SANDRA OMANAKUTTAN | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 199 | 2022-2023 | SIDHARTH PRAVEEN | BTECH CSE | CITY MAPIA | 144000 |
| 200 | 2022-2023 | SNEHA U P | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 201 | 2022-2023 | SREELEKSHMI P T | BTECH CSE | CLAVELAND | 240000 |
| 202 | 2022-2023 | SREELEKSHMI SURESH | BTECH CSE | CITY MAPIA | 144000 |
| 203 | 2022-2023 | SURYA V S | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 204 | 2022-2023 | TINCY A MATHEW | BTECH CSE | CLAVELAND | 240000 |
| 205 | 2022-2023 | TOMIN THOMAS | BTECH CSE | YATNAM TECHNOLOGIES | 144000 |
| 206 | 2022-2023 | VIDUL VENUGOPALAN | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 207 | 2022-2023 | VISHNU T | BTECH CSE | NON VOICE SUTHERLAND | 240000 |
| 208 | 2022-2023 | RAHUL G | BTECH CSE | CITY MAPIA | 144000 |
| 209 | 2022-2023 | JOBIN GEORGE | BTECH ECE | SFO TECHNOLOGIES-NEST | 240000 |
| 210 | 2022-2023 | GLADSON SEBASTAIN | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS | 144000 |
| 211 | 2022-2023 | FATHIMA FAUJU | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS | 144000 |
| | 2022-2023 | | | MOOPENS ENERGY SERVICES | |
| 212 | 2022-2023 | GEETHUMOL | BTECH ECE | MEDIA CLUB ENTERTAINMENT | 240000 |
| 213 | 2022-2023 | AMALRAJ | BTECH ECE | PANDHAL CAKE SHOP | 192000 |
| 214 | 2022-2023 | SANDEEP MOHAN | BTECH ECE | SUTHERLAND | 231312 |
| 215 | 2022-2023 | ALHANA T.A | BTECH ECE | MONTRA ELECTRIC-914442093434 | 144000 |
| 216 | 2022-2023 | KAVYA SANKAR | BTECH ECE | GODSONE FOREIGN STUDIES AND SERVICES | 240000 |
| 217 | 2022-2023 | ASWIN JAYAPRAKASH | BTECH ECE | SOFTLANDINDIA LIMITED -0471-2704090 | 144000 |
| 218 | 2022-2023 | SAJANA SAJITH | BTECH ECE | MWT GLOBAL-91484421666 | 267000 |
| 219 | 2022-2023 | SREELEKSHMI | BTECH ECE | SUTHERLAND | 231312 |
| 220 | 2022-2023 | AJIMI R SHAH | BTECH ECE | SOFTLANDINDIA LIMITED -0471-2704091 | 144000 |
| 221 | 2022-2023 | DARSHAN K J | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 222 | 2022-2023 | SREELEKSHMI MADHU | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 223 | 2022-2023 | GRACESON JOJI JOHN | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 224 | 2022-2023 | HARIKRISHNAN V | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 225 | 2022-2023 | SRUTHI PRASAD | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 226 | 2022-2023 | SUJITH P V | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS-8589019033 | 144000 |
| 227 | 2022-2023 | VYSHNAVI A S | BTECH ECE | SOFTLANDINDIA LIMITED -0471-2704091 | 144000 |
| 228 | 2022-2023 | AMAL RAJ | BTECH ECE | SOFTLANDINDIA LIMITED -0471-2704090 | 144000 |

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| | | | | | |
|-----|-----------|----------------------|------------|-------------------------------------------|------------|
| 229 | 2022-2023 | ANEESA RAJEEV | BTECH ECE | SUTHERLAND | 231312 |
| 230 | 2022-2023 | ANJANA P MADHU | BTECH ECE | SUTHERLAND | 231312 |
| 231 | 2022-2023 | ANJANA SANTHOSH | BTECH ECE | SUTHERLAND | 231312 |
| 232 | 2022-2023 | LAKSHMI K R | BTECH ECE | SUTHERLAND | 231312 |
| 233 | 2022-2023 | MEGHA M NAIR | BTECH ECE | GREEN SOLAR ENERGYHOLDINGS- 8589019033 | 144000 |
| 234 | 2022-2023 | MELVIN DEVASIA | BTECH ECE | HOWNWHY EDUCATION SOLUTIONS PVT LTD | 240000 |
| 235 | 2022-2023 | NANDAKISHOR A | BTECH ECE | SUTHERLAND | 231312 |
| 236 | 2022-2023 | NAVYA BENNY | BTECH ECE | SUTHERLAND | 231312 |
| 237 | 2022-2023 | POOJITHA KARTHIKEYAN | BTECH ECE | HOWNWHY EDUCATION SOLUTIONS PVT LTD | 240000 |
| 238 | 2022-2023 | ROJAN MATHEW | BTECH ECE | HOWNWHY EDUCATION SOLUTIONS PVT LTD | 240000 |
| 239 | 2022-2023 | JELIN K JAYAN | B.TECH EEE | TATA CONSULTANCY SERVICES LIMITED | 336877 |
| 240 | 2022-2023 | ROBIN BABU | B.TECH EEE | HYKON INDIA LTD. | 144000 |
| 241 | 2022-2023 | JOYAL JAMES | B.TECH EEE | HOW N WHY | 216000 |
| 242 | 2022-2023 | RIZWAN ABDUL RAHIM | B.TECH EEE | HOW N WHY | 240000 |
| 243 | 2022-2023 | JUBIN BIJU | B.TECH EEE | HOW N WHY | 240000 |
| 244 | 2022-2023 | ANANDAKRISHNA K. R. | B.TECH EEE | WIFI ORGANIZATION | 144000 |
| 245 | 2022-2023 | PENINNA JOSE | B.TECH EEE | HOW N WHY. | 240000 |
| 246 | 2022-2023 | TOM THOMAS | B.TECH EEE | HOW N WHY. | 240000 |
| 247 | 2022-2023 | SHARATH KRISHNAN | B.TECH EEE | SUTHERLAND | 250000 |
| 248 | 2022-2023 | SALIM C SHAJAHAN | B.TECH EEE | SUTHERLAND | 250000 |
| 249 | 2022-2023 | TIRON N. R. | B.TECH EEE | SUTHERLAND | 250000 |
| 250 | 2022-2023 | SOORAJ MOHAN | B.TECH EEE | SUTHERLAND | 250000 |
| 251 | 2022-2023 | ANANDHU SAJI | B.TECH EEE | SUTHERLAND | 250000 |
| 252 | 2022-2023 | ARJUN BABU | B.TECH EEE | HOW N WHY. | 240000 |
| 253 | 2022-2023 | ASWATHY KRISHNA | B.TECH EEE | HOW N WHY. | 240000 |
| 254 | 2022-2023 | AKHIL SUDHAKARAN | B.TECH EEE | HOW N WHY. | 240000 |
| 255 | 2022-2023 | DEVIKA PRAMOD | B.TECH EEE | SUTHERLAND | 250000 |
| 256 | 2022-2023 | JESTIN JOYAL JONEY | B.TECH EEE | HOW N WHY | 240000 |
| 257 | 2022-2023 | JITHIN BAIJU | MBA | Metorolla Steels Pvt. Ltd. | INR 300000 |
| 258 | 2022-2023 | KIRAN S JOHN | MBA | Metorolla Steels Pvt. Ltd. | INR 300000 |
| 259 | 2022-2023 | MOHITH MANOHARAN | MBA | Metorolla Steels Pvt. Ltd. | INR 300000 |
| 260 | 2022-2023 | SAM C VARGHESE | MBA | Metorolla Steels Pvt. Ltd. | INR 300000 |
| 261 | 2022-2023 | SREELEKSHMI A | MBA | Metorolla Steels Pvt. Ltd. | INR 300000 |
| 262 | 2022-2023 | VRINDA VINODKUMAR | MBA | Shariah Cement Factories | INR 300000 |
| 263 | 2022-2023 | JEENA SUSAN UTHUP | MBA | AB Med Surgicals | INR240000 |
| 264 | 2022-2023 | FEBIN ABRAHAM | MBA | AB Med Surgicals | INR240000 |
| 265 | 2022-2023 | SARATH ANTO TOM | MBA | Royal Enfield- Veliyathu Motors | INR 180000 |
| 266 | 2022-2023 | ANAKHA K THANKAPPAN | MBA | Royal Enfield- Veliyathu Motors | INR 180000 |
| 267 | 2022-2023 | ATHIRA MURALI | MBA | Royal Enfield- Veliyathu Motors | INR 180000 |
| 268 | 2022-2023 | CIJO GEORGE | MBA | ICCSL | INR 300000 |
| 269 | 2022-2023 | INDHU N P | MBA | DDUGKY-KottayamSocial | INR 180000 |

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|-----|-----------|--------------------|-----|----------------------------------------|------------|
| 270 | 2022-2023 | JENI K SIMON | MBA | ESAF Bank | INR 300000 |
| 271 | 2022-2023 | JOBIN THOMAS | MBA | ESAF Bank | INR 300000 |
| 272 | 2022-2023 | SHILPAMOL | MBA | ESAF Bank | INR 300000 |
| 273 | 2022-2023 | ASWANY PRAKASH | MBA | ESAF Bank | INR 300000 |
| 274 | 2022-2023 | SILPA SASIDHARAN | MBA | ESAF Bank | INR 300000 |
| 275 | 2022-2023 | HARSHA REGHUNATH | MBA | ESAF Bank | INR 300000 |
| 276 | 2022-2023 | SHINTU MATHEW | MBA | Bipha Drug and Pharmaceuticals | INR 144000 |
| 277 | 2022-2023 | GREESHMA BINU | MBA | Shriram General Insurance | INR 300000 |
| 278 | 2022-2023 | JEENA JIJU | MBA | Shriram General Insurance | INR 300000 |
| 279 | 2022-2023 | VISMAYA VIJAYAN | MBA | Shriram General Insurance | INR 300000 |
| 280 | 2022-2023 | AKSHAY KESH | MBA | Muthoot Finance Limited | INR 300000 |
| 281 | 2022-2023 | GOKUL M NAIR | MBA | Muthoot Finance Limited | INR 300000 |
| 282 | 2022-2023 | ALAN REJI | MBA | Muthoot Finance Limited | INR 300000 |
| 283 | 2022-2023 | SRIHARI A | MBA | Muthoot Finance Limited | INR 300000 |
| 284 | 2022-2023 | CHRISTY MATHEW | MBA | Muthoot Finance Limited | INR 300000 |
| 285 | 2022-2023 | AMAL SANIL | MBA | Muthoot Finance Limited | INR 300000 |
| 286 | 2022-2023 | JJO VARGHESE | MBA | Muthoot Finance Limited | INR 300000 |
| 287 | 2022-2023 | ADARSH MANOJ | MBA | Muthoot Finance Limited | INR 300000 |
| 288 | 2022-2023 | ANANDHU ANIL | MBA | Muthoot Finance Limited | INR 300000 |
| 289 | 2022-2023 | ROSHAN ABRAHAM | MBA | Muthoot Finance Limited | INR 300000 |
| 290 | 2022-2023 | NIKHIL JOSEPH | MBA | Muthoot Finance Limited | INR 300000 |
| 291 | 2022-2023 | ANANTHU K M | MBA | Muthoot Finance Limited | INR 300000 |
| 292 | 2022-2023 | ABHIJITH K A | MBA | Muthoot Finance Limited | INR 300000 |
| 293 | 2022-2023 | AKASH DEEPU | MBA | IBIL Solutions | INR 180000 |
| 294 | 2022-2023 | AKSHAY P V | MBA | Muthoot Finance Limited | INR 300000 |
| 295 | 2022-2023 | ATHUL BINU JACOB | MBA | Muthoot Finance Limited | INR 300000 |
| 296 | 2022-2023 | JOBIN THOMAS | MBA | Muthoot Finance Limited | INR 300000 |
| 297 | 2022-2023 | ANAND KUMAR SAMRAJ | MBA | Muthoot Finance Limited | INR 300000 |
| 298 | 2022-2023 | SREEJITH H | MBA | Muthoot Finance Limited | INR 300000 |
| 299 | 2022-2023 | EMMANUEL KURIEN | MBA | Muthoot Finance Limited | INR 300000 |
| 300 | 2022-2023 | SHILPA SASIKUMAR | MBA | UST Global | INR 300000 |
| 301 | 2022-2023 | TEENAMOL SEBASTIAN | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 302 | 2022-2023 | ANJANA SAJI | MBA | Core Intertech Services Pvt Ltd | INR 144000 |
| 303 | 2022-2023 | ARIYA S | MBA | TMK Systems | INR 180000 |
| 304 | 2022-2023 | ATHIRA MURALI | MBA | Inmakes Infotech Pvt Ltd | INR 204000 |
| 305 | 2022-2023 | MEGHA MANOJ | MBA | Inmakes Infotech Pvt Ltd | INR 204000 |
| 306 | 2022-2023 | ANJANA ANILKUMAR | MBA | TFS | INR 275600 |
| 307 | 2022-2023 | VISHAL K K | MBA | ICCSL | INR 250000 |
| 308 | 2022-2023 | BIBITHA P V | MBA | HDFC Life | INR 300000 |
| 309 | 2022-2023 | AJU JAIMON | MBA | Muthoot Finance Limited | INR 210000 |
| 310 | 2022-2023 | JEENA JAMES | MBA | Pantech | INR 156000 |

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|-----|-----------|---------------------|-----|----------------------------------------|------------|
| 311 | 2022-2023 | MEGHA THOMAS | MBA | Care Intertech Services Pvt Ltd | INR 120000 |
| 312 | 2022-2023 | VRINDA VINOD KUMAR | MBA | Sharjah Cement Factory | AED 122400 |
| 313 | 2022-2023 | Anupa Satheesan | MBA | Muthoot Fin Corp. | INR 300000 |
| 314 | 2022-2023 | Archana Sudarshan | MBA | Quess | INR 300000 |
| 315 | 2022-2023 | Rahul K R | MBA | Vishwa Samudra | INR 180000 |
| 316 | 2022-2023 | Amal K Sabu | MBA | TCS | INR 300000 |
| 317 | 2022-2023 | UNNI SAJEEV | MBA | Muthoot Fin Corp. | INR 300000 |
| 318 | 2022-2023 | ARJUN V A | MBA | Muthoot Fin Corp. | INR 300000 |
| 319 | 2022-2023 | TONY P JOSEPH | MBA | IBIL Solutions | INR 180000 |
| 320 | 2022-2023 | AISWARYA MOHAN | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 321 | 2022-2023 | AKHILA RAJEEV | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 322 | 2022-2023 | AMRUTHA CHANDRAN | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 323 | 2022-2023 | ANJALI K AJI | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 324 | 2022-2023 | APARNA SANTHOSH | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 325 | 2022-2023 | ASHOK V GEIRGE | MBA | IBIL Solutions | INR 180000 |
| 326 | 2022-2023 | MANULAL K.B | MBA | IBIL Solutions | INR 180000 |
| 327 | 2022-2023 | ANITTAMOL J | MBA | HDFC Life | INR 300000 |
| 328 | 2022-2023 | ABHIJITH C N | MBA | ESAF Bank | INR 300000 |
| 329 | 2022-2023 | AISWARYA ABRAHAM | MBA | TMK Systems | INR 180000 |
| 330 | 2022-2023 | ALEENA K S | MBA | TMK Systems | INR 180000 |
| 331 | 2022-2023 | ASHLY MARIAM SABU | MBA | HDFC Life | INR 300000 |
| 332 | 2022-2023 | APARNA SHAJI | MBA | TMK Systems | INR 180000 |
| 333 | 2022-2023 | ARATHY S NAIR | MBA | TMK Systems | INR 180000 |
| 334 | 2022-2023 | ARUNA KUNJUMON | MBA | TMK Systems | INR 180000 |
| 335 | 2022-2023 | ATHIRA AJAYAN | MBA | TMK Systems | INR 180000 |
| 336 | 2022-2023 | HARIPRIYA K B | MBA | TMK Systems | INR 180000 |
| 337 | 2022-2023 | JILU C S | MBA | TMK Systems | INR 180000 |
| 338 | 2022-2023 | KAVYA VINOD | MBA | TMK Systems | INR 180000 |
| 339 | 2022-2023 | LAKSHMI PRIYA SHAJI | MBA | IBIL Solutions | INR 180000 |
| 340 | 2022-2023 | PARVATHY P S | MBA | IBIL Solutions | INR 180000 |
| 341 | 2022-2023 | VEENA SURESH | MBA | IBIL Solutions | INR 180000 |
| 342 | 2022-2023 | ANU SARA THOMAS | MBA | IBIL Solutions | INR 180000 |
| 343 | 2022-2023 | ANUMOL JOHN | MBA | IBIL Solutions | INR 180000 |
| 344 | 2022-2023 | ARUN PAUL | MBA | IBIL Solutions | INR 180000 |
| 345 | 2022-2023 | ASEEM V NOUFAL | MBA | IBIL Solutions | INR 180000 |
| 346 | 2022-2023 | BINU BABU | MBA | Muthoot Finance Limited | INR 300000 |
| 347 | 2022-2023 | JOEL PAUL HARRISON | MBA | Muthoot Finance Limited | INR 300000 |
| 348 | 2022-2023 | MIDHUN R NAIR | MBA | Muthoot Finance Limited | INR 300000 |
| 349 | 2022-2023 | SEBIN JOSEPH | MBA | Muthoot Finance Limited | INR 300000 |
| 350 | 2022-2023 | TIYA THAMPY | MBA | Muthoot Finance Limited | INR 300000 |
| 351 | 2022-2023 | VINDHYA SHAJI | MBA | Muthoot Finance Limited | INR 300000 |

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|-----|-----------|-----------------------|-----|----------------------------------------|------------|
| 352 | 2022-2023 | AKSHAY ASHOKAN | MBA | IBIL Solutions | INR 180000 |
| 353 | 2022-2023 | AKSHITHA P MANOJ | MBA | IBIL Solutions | INR 180000 |
| 354 | 2022-2023 | AMAL MATHEW JACOB | MBA | HDFC Life | INR 300000 |
| 355 | 2022-2023 | ANJU ABRAHAM | MBA | HDFC Life | INR 300000 |
| 356 | 2022-2023 | APARNA KRISHNA S | MBA | IBIL Solutions | INR 180000 |
| 357 | 2022-2023 | ASWATHY A S | MBA | HDFC Life | INR 300000 |
| 358 | 2022-2023 | BHANU S KUMAR | MBA | HDFC Life | INR 300000 |
| 359 | 2022-2023 | CHRISTA MARIAM GEORGE | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 360 | 2022-2023 | GEORGE SEBASTIAN | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 361 | 2022-2023 | GOPIKA BIJU | MBA | ESAF Bank | INR 300000 |
| 362 | 2022-2023 | KARTHIKA P PANICKER | MBA | IBIL Solutions | INR 180000 |
| 363 | 2022-2023 | NIKHIL SHAJI | MBA | ESAF Bank | INR 300000 |
| 364 | 2022-2023 | NIMMY KURIAN | MBA | HDFC Life | INR 300000 |
| 365 | 2022-2023 | RANI MARIA | MBA | HDFC Life | INR 300000 |
| 366 | 2022-2023 | ROHIT REGHU | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 367 | 2022-2023 | SANDRA SAJEEV | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 368 | 2022-2023 | BONIA TOM | MBA | IBIL Solutions | INR 180000 |
| 369 | 2022-2023 | SUNITHA S | MBA | HDFC Life | INR 300000 |
| 370 | 2022-2023 | VISHNUPRIYA S | MBA | HDFC Life | INR 300000 |
| 371 | 2022-2023 | ABIN THARAKAN | MBA | HDFC Life | INR 300000 |
| 372 | 2022-2023 | ALEENA RAMESH | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 373 | 2022-2023 | JESIN JOSE | MBA | Aditya Birla Sunlife Insurance Co. Ltd | INR 275000 |
| 374 | 2022-2023 | GOPIKA S GOVIND | MBA | ESAF Bank | INR 300000 |
| 375 | 2022-2023 | KARTHIKA V A | MBA | ESAF Bank | INR 300000 |
| 376 | 2022-2023 | ARYAKRISHNA U | MBA | ESAF Bank | INR 300000 |


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Abdu Subhan

9846580633

abdusubhan01@gmail.com

20 February 2023

Dear Abdu,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 240000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 400000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.


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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____
(Abdu Subhan)



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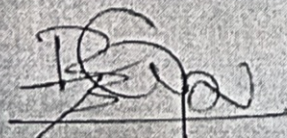
EMPLOYMENT OFFER & TERMS

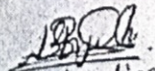
This Job Offer and related employment terms is entered into this the 09th day of June 2023 between (i) **StepsOn Web Consultancy Services (P) Ltd.**, a Company registered in India, having its office at 2nd Floor, Therroth Enclave Building, Aysha Road, Ponnurunni, Vyttila, Cochin, Kerala - 682019. (hereinafter called the 'Company') and (ii) Mr. **ABIJITH BIJU**, a Indian inhabitant, having permanent address at Olickal House, Thalanadu P.O, Thalanadu, Kottaym, Kerala - 686580, Adhar Num: 9469 6386 5678 (hereinafter referred to as "Candidate/Trainee/Employee") of the other part,


1. The Company has selected the Fresher Candidate (Trainee/Employee) for the position of "Jr. Web UI/UX Designer" to join on 19th June 2023 (Full Time, Work-From-Office Basis only).
2. The Candidates to complete the whole employment joining procedures on or before 09th June 2023 directly with the Company, and should report (to join on) duty on 19th June 2023 at 10.00 AM.

For The Company,
StepsOn Web Consultancy Services (P) Ltd.

For The Candidate/Trainee/Employee,
ABIJITH BIJU


BIJOSH PAUL
Director


09/06/23


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www.stepsonweb.com

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Digital Marketing | e-Business Consulting | Enterprise IT Resources Management



2nd Floor, Therroth Enclave Building, Aysha Road,
Ponnuruni, Vyttila, Kochi, Kerala - 682019
Tel No: 0484 4066479, +91 92880 09404, 974740 0404
E-Mail: mail@stepsonweb.com ☎ 999 567 1970

StepsOn
web consultancy services

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EMPLOYMENT OFFER & TERMS

This Job Offer and related employment terms is entered into this the 09th day of June 2023 between (i) StepsOn Web Consultancy Services (P) Ltd., a Company registered in India, having its office at 2nd Floor, Therroth Enclave Building, Aysha Road, Ponnuruni, Vyttila, Cochin, Kerala - 682019. (hereinafter called the 'Company') and (ii) Mr. ABIJITH BIJU, a Indian inhabitant, having permanent address at Olickal House, Thalanadu P.O, Thalanadu, Kottaym, Kerala - 686580, Adhar Num: 9469 6386 5678 (hereinafter referred to as "Candidate/Trainee/Employee") of the other part,

1. The Company has selected the Fresher Candidate (Trainee/Employee) for the position of "Jr. Web UI/UX Designer" to join on 19th June 2023 (Full Time, Work-From-Office Basis only).
2. The Candidates to complete the whole employment joining procedures on or before 09th June 2023 directly with the Company, and should report (to join on) duty on 19th June 2023 at 10.00 AM.

For The Company,
StepsOn Web Consultancy Services (P) Ltd.

For The Candidate/Trainee/Employee,
ABIJITH BIJU



BIOOSH PAUL
Director


09/06/23

www.stepsonweb.com

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Digital Marketing | e-Business Consulting | Enterprise IT Resources Management

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<https://mail.google.com/mail/u/0/?tab=rm&ui=2&as=mailto:FMfenzGwCIShd7BmicS:ISDIIIIPeWnCR?noelctrc=1&messageDaid=0.4>



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Abhilash Nair,

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 by 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 with your registered email ID upon the 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 - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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

- 1 Passport size photograph
- 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, and 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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Offer Letter | Steyp

2 messages

Steyp Private Limited <hr@steyp.com>

Tue, May 9, 2023 at 7:28 PM

To: abhishekabhiz4579@gmail.com <abhishekabhiz4579@gmail.com>

Hey Abhishek,

Greetings from Steyp!

Thank you for applying for job opportunities at Steyp. We would like you to join our team and as such, we invite you to the position of Business Development Executive. Your joining date will be on the 20th of June 2023.

In this program, the remuneration provided during the training period will be 15000 INR/month. In addition to this, an amount of 5000 INR/month is given to cover the traveling and food expenses.

Please find the work address below:

Talrop Techies Park, Lekshmi Vilasom High School, Karoor, Pothencode, Kerala - 695584
<https://g.co/kgs/CmfDw9>

Based on the performance, the employee would also be provided with extra incentives for admission conversions.

The validity of this offer will expire in 3 days. Please reply to this mail if you accept this offer.

Best Regards,



HR Manager

Steyp Private Limited

Mobile: +91 858 999 8060 Office: +91 858 9999 552

hr@steyp.com | www.steyp.com

Abhishek HR <abhishekabhiz4579@gmail.com>

Tue, May 16, 2023 at 10:56 AM

To: Steyp Private Limited <hr@steyp.com>

I accept this offer.

Thank you for the opportunity.

[Quoted text hidden]


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Abin Moses Andrews,

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 by 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 with your registered email ID upon the 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 - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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

- 1 Passport size photograph
- 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, and 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


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Abu Aravind,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING





SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Ajay George,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Ajith Geevarghese Mathew,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Aju Thomas,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



01/08/2023

OFFER LETTER

Hello **Albin Varkey**

We are delighted to offer you an internship with **Inmakes Infotech Pvt. Ltd.** Get ready to start a journey that will give wings to your career dreams. You have been selected as a **Jr. Python Full Stack Intern** for 3 Months, which will commence on 01-August-2023.

The internship will be carried out online on our dedicated platform www.inmakeslh.in

So, all the best for a fresh start in your career.

Best Regards,

Nicemol P Surendran

Human Resource Manager

hr@inmakes.in



HUMAN RESOURCES MANAGER
INMAKES INFOTECH PVT. LTD.
1st FLOOR, VJ TOWER, VYTTILA
KOCHI - 682019



@ mail@inmakes.com

 www.inmakes.com

 Inmakes Infotech Pvt.Ltd.
First Floor, VJ Tower, Vyttila,
Ernakulam 682019



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Akshaya Anishkumar,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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

Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Offer: Computer Consultancy
Ref: TCSL/DT20206918966/Trivandrum
Date: 03/10/2022

Ms. Anjana Prakash
KollaroliThodanal,
Thodanal,
Kottayam-686573,
Kerala.
Tel# -

Dear Anjana Prakash,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements 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.

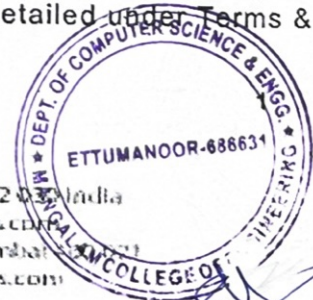
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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/DT20206918966

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Vismaya Building 6th Floor, Infopark, Kusunni Road, Kochi 682 032, India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nariman Point, Mumbai
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Ann Therese Joseph,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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- 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


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Arathy Krishna,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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- 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


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Trainee Engagement Letter

Monday, July 3, 2023

Dear Aravind P,

In response to your application for participation in the Applicant Training Program at Byjus, we are pleased to register you as an Applicant Trainee - Sales Trainee to undergo training as part of the Applicant Training Program (ATP) ("Training") at Think & Learn Pvt. Ltd. ("Byjus" or "Company").

The Training shall be subject to the terms and conditions specified below.

Engagement:

1. For the purposes of the Training, the Trainee shall be engaged for a fixed-term short duration as specified in this Letter. The induction to this Training is not and shall not be, at any point, treated or construed as a contract of permanent employment between the Trainee and the Company or commitment for continued employment in the future. The Trainee shall not have the authority to bind or represent the Company in any manner whatsoever, after the termination/completion of Training under this Letter.

Background Check:

1. This Training engagement is based on the information furnished by the Trainee in his/her/their application. Trainee shall inform the Company in writing about the changes in any particulars submitted in the application.
2. The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of the Training Period, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, [past work experience (if any)] and criminal records. The Trainee hereby provides his/her/their express consent to the Company for conducting such background checks. The commencement and subsequent continuation of this Training is subject to validation of any information provided by you to the Company and to a satisfactory outcome of the screening exercise (including background verification and criminal history check).
3. The Training shall also be subject to the production of necessary documents including educational and professional certificates and shall be deemed to be rescinded automatically without any costs to the Company in the event such necessary documents are not provided to the Company.
4. If, at any time in future, it comes to light that any of the information provided by the Trainee in order to participate in this Training, is incorrect or any relevant information may or has been purposely withheld, the Training shall be terminated without notice without any liabilities to the Company.

Program Details:

1. The Training shall commence on Tuesday, July 11, 2023 or such other date as may be subsequently communicated to you in writing by Byjus ("Start Date").
2. The Training shall be for a period of 13 days ("Training Period") comprise of two stages: (a) Stage 1 will be a Classroom Training ("CRT") of 1 Week; and (b) Stage 2 will be an On-the-Job Training ("OJT") of 1 Week, which will be subject to clearance of minimum requirements and assessments prescribed for the CRT stage. The Trainee shall have no right whatsoever to claim any renewal or extension of the Training Period.
3. Both phases of the training i.e. CRT and OJT will be conducted on-site at the locations specified below:
CRT location: BTC, 1st floor, KKK Golf Link Tower Golf Link Road Chevayur Kozhikode - 673017
OJT location: BTC, 1st floor, KKK Golf Link Tower Golf Link Road Chevayur Kozhikode - 673017
4. On the Start Date, the Trainee shall be required to report at the location specified in clause 3.3(a) above at [IST 8:30 AM].
5. The Trainee will be assigned a supervisor on the first day of the Training Period and will be required to act in accordance with the instructions of such supervisor. As a Trainee, you will carry out such tasks as may be entrusted to you from time to time.
6. Induction of the Trainee to OJT shall be subject to successful completion of the CRT and clearance of minimum requirements prescribed for the CRT stage.


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Ettumanoor





Appointment Confirmation Letter

1 message

Wed, 14 Dec, 2022 at 5:02 pm

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: avanimanesh00@gmail.com

Dear Avani,

This is in reference to campus recruitment drive held by IBS Software (the "Company" or "We"), and the interview you had with us for the position of Engineer L1.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon.

Your total annual salary including variable pay would be INR Four Lakh per annum. The detailed salary structure, allowances and other terms and conditions of employment shall be provided in the Offer Letter.

Your joining date shall be notified by the us, in the offer letter, via email sent to you at least 30 days prior to joining date. Any inconvenience to commence your employment on joining date must be notified to us within 20 days of receipt of our email.


You may as well recognize that you were notified about the requirement of signing up two years' service commitment agreement with us along with your date of joining. The terms of service commitment Agreement are also enclosed along with this letter of appointment.

We look forward to your confirmation / acknowledgement to this letter of appointment on the portal. No response to this communication will be deemed as denial and will cause your candidature to be removed from the selection list. No further representation and/or communication shall be considered thereafter.

Please reach out to Jobjos Scaria (Jobjos.scaria@ibsplc.com) for any further clarification, you may require on this.

Respond to Letter of Intent

Best Regards
Talent Acquisition Team


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor







SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Avani Manesh,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Acabes Offer - Avani Manesh/ AIPLC3031/ 3rd July '23

1 message

Acabite - Acabes <Acabite@acabesinternational.com>
To: avanimanesh00@gmail.com <avanimanesh00@gmail.com>

Mon, 27 Mar, 2023 at 6:10 pm

Dear Avani Manesh,

Congratulations!

Further to your participation in Acabes International's 2023 Campus Recruitment Drive, we are delighted to make the attached offer to you in the position of a 'Technology Associate' to report at our Kochi Infopark Phase II office on the 3rd of July 2023 - Your Joining Date.

Please find attached your detailed employment contract and as a first step (Step-1) you are required to read this fully to understand, print & sign all pages and scan it back to us at acabite@acabesinternational.com on or before the 5th of April 2023.

Please note that the subject of your acceptance email should be as follows:

Fist Name / Offer Ref No: / Joining Date (Eg: Ram Kumar/ AIPLC3001/ 3rd July 2023).

We totally understand that you may have many queries regarding your employment, and we have attached a Frequently Asked Questions- FAQ guide, to help you better navigate through the initial first steps. Also find attached a "Next Steps Guide" that will help you to understand how we will progress post your offer acceptance until we onboard you into Acabes on the 3rd of July 2023.

We are as excited as you are and look forward to receiving your signed employment agreement and hope to welcoming you soon at Acabes International.

In the meantime, if you have any questions, please do not hesitate to contact us at acabite@acabesinternational.com.

Best regards,
Team Acabes


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

touchQ Software Solutions Pvt. Ltd
First Floor, Tri-Star Tower
NH-66, Thykoodam, Vytilla
Kochi. PIN: 682019

CIN: U72900KL2013PTC035523
GST: 32AAECT8452C1ZK
Ph: +91 9061 58 73 59
www.touchqsolutions.com
info@touchqsolutions.com

To:

Deepanshu Taragi

Dear Deepanshu Taragi,

Subject: Offer of Employment - Junior Software Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Software Engineer Trainee. Following your successful interview on 11-04-2023, we believe you possess the skills and potential that align perfectly with our organization.

During the initial three to six months, you will undergo a comprehensive training period, during which you will receive a stipend. The duration of this training period will depend on your performance. Upon successful completion of the training, you will be offered a position as a Junior Software Engineer. Your monthly salary will range from 12,000 to 25,000, based on your performance during the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 01-07-2023. In preparation for your onboarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate Copies (Degree, Diploma, SSLC)
- Soft Copy of a recent passport-size photograph

Additionally, if you require company quarters for your accommodation, please provide an additional copy of your ID proof along with the other documents mentioned above.

Furthermore, for the purpose of opening your salary account, please provide the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Address proof (Aadhaar, Voters ID, or Driving License - any one of these)
- One passport-size photograph

Please ensure that you submit these documents at your earliest convenience, prior to your joining date.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



www.touchqsolutions.com



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Deepanshu Taragi,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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

Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Date: 02/07/2023

Ref: IBS/OFF/3592166/2023

Offer of Employment: Executive - Engineer L1

Dear Derin Tom,

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

ibsssoftware

IBS Software Private Limited
Regd. Office: S21 - 524, Nila, Technopark Campus,
Trivandrum 695581, Kerala, India.
CIN: U72203KL2014FTC035668

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Phone: +91 471 6614200, Fax: +91 471 2700078
corporateaffairs@ibsplc.com | www.ibsplc.com





Appointment Confirmation Letter

1 message

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: mailderintom@gmail.com

Wed 14 Dec, 2022 at 5:02 PM

Dear Derin,

This is in reference to campus recruitment drive held by IBS Software (the "Company" or "We"), and the interview you had with us for the position of Engineer L1.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon.

Your total annual salary including variable pay would be INR Four Lakh per annum. The detailed salary structure, allowances and other terms and conditions of employment shall be provided in the Offer Letter.

Your joining date shall be notified by the us, in the offer letter, via email sent to you at least 30 days prior to joining date. Any inconvenience to commence your employment on joining date must be notified to us within 20 days of receipt of our email.

You may as well recognize that you were notified about the requirement of signing up two years' service commitment agreement with us along with your date of joining. The terms of service commitment Agreement are also enclosed along with this letter of appointment.

We look forward to your confirmation / acknowledgement to this letter of appointment on the portal. No response to this communication will be deemed as denial and will cause your candidature to be removed from the selection list. No further representation and/or communication shall be considered thereafter.

Please reach out to Jobjos Scaria (Jobjos.scaria@ibsplc.com) for any further clarification, you may require on this.

Respond to Letter of Intent

Best Regards
Talent Acquisition Team

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





[Handwritten signature in green ink]

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Diya Merin Babu,

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 by 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 with your registered email ID upon the 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 - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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

- 1 Passport size photograph
- 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, and 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


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

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Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Harikrishnan B,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Justine Mathew,

Congratulations!!!

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Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Kichu Dileep,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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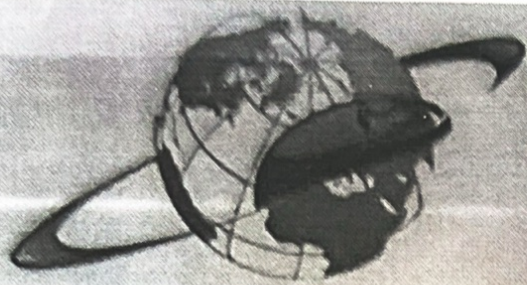
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Yours sincerely,
Talent Acquisition
Sutherland

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





SOFTEN TECHNOLOGIES

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KENUS ROY

Course - PYTHON

Date of Birth : 10.12.2000

Year : Sep 2023 to Feb 2024

IIInd Floor, CVP Chambers, Opp.
Kadavanthra, Cochin-16

Phone : 0484 - 4037036, 3070040

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



E-mail : info@softentec.com

Web : www.softentec.com



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Lakshmi Kochumon,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Appointment Confirmation Letter

1 message

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: linsabinu88@gmail.com

Wed, 14 Dec, 2022 at 5:02 PM

Dear Linsa,

This is in reference to campus recruitment drive held by IBS Software (the "Company" or "We"), and the Interview you had with us for the position of Engineer L1.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon.

Your total annual salary including variable pay would be INR Four Lakh per annum. The detailed salary structure, allowances and other terms and conditions of employment shall be provided in the Offer Letter.

Your joining date shall be notified by the us, in the offer letter, via email sent to you at least 30 days prior to joining date. Any inconvenience to commence your employment on joining date must be notified to us within 20 days of receipt of our email.

You may as well recognize that you were notified about the requirement of signing up two years' service commitment agreement with us along with your date of joining. The terms of service commitment Agreement are also enclosed along with this letter of appointment.

We look forward to your confirmation / acknowledgement to this letter of appointment on the portal. No response to this communication will be deemed as denial and will cause your candidature to be removed from the selection list. No further representation and/or communication shall be considered thereafter.

Please reach out to Jobjos Scaria (Jobjos.scaria@ibsplc.com) for any further clarification, you may require on this.

Respond to Letter of Intent

Best Regards
Talent Acquisition Team

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Appointment Confirmation Letter

1 message

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: malavikaprasad21@gmail.com

Wed, 14 Dec 2022 at 17:02

Dear Malavika,

This is in reference to campus recruitment drive held by IBS Software (the "Company" or "We"), and the interview you had with us for the position of Engineer L1.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon.

Your total annual salary including variable pay would be INR Four Lakh per annum. The detailed salary structure, allowances and other terms and conditions of employment shall be provided in the Offer Letter.

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Respond to Letter of Intent

Best Regards
Talent Acquisition Team

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Date: 02/07/2023

Ref: IBS/OFF/3589264/2023

Offer of Employment: Executive - Engineer L1

Dear Malavika Prasad,

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,

ibsssoftware

IBS Software Private Limited
Regd. Office: 521 - 524, Iida, Technopark Campus,
Trivandrum 695581, Kerala, India.
CIN: U72200KL2014FTC035668

Phone: +91 471 6614200, Fax: +91 471 2700078
corporateaffairs@ibspk.com | www.ibspk.com

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Megha Nair,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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

Yours sincerely,
Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Offer: Computer Consultancy
Ref: TCSL/DT20206799081/Trivandrum
Date: 03/10/2022

Ms. Neenu Joseph
250, ElechemkalamManapra,
Champakulam Basalica, Church,
Alappuzha-688505,
Kerala.
Tel# 91-9048959306

Dear Neenu Joseph,

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/DT20206799081

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Offer: Computer Consultancy
Ref: TCSL/DT20206799081/Trivandrum
Date: 03/10/2022

Ms. Neenu Joseph
250, ElechemkalamManapra,
Champakulam Basalica,Church,
Alappuzha-688505,
Kerala.
Tel# 91-9048959306

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TCS Confidential
TCSL/DT20206799081

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

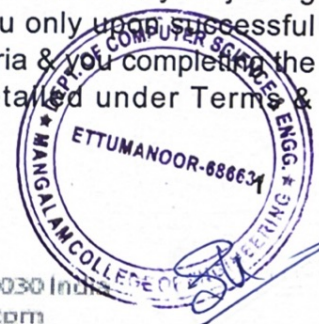
Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



11/22/22, 12:48 PM

Mangalam College of Engineering, Kerala - India. Mail - IBS Recruitment



Placement Cell Mangalam College Of Engineering <pc@mangalam.in>

IBS Recruitment

3 messages

Feba Jacob <Feba.Jacob@ibsplc.com>
To: "pc@mangalam.in" <pc@mangalam.in>

Tue, Oct 4, 2022 at 2:03 PM

Hi

Attaching the list of selected candidates, Kindly fill up the address section for each candidate and revert ASAP so that we can process the letter of intent for each of the candidates.

Thank You

Regards


Feba Jacob | Human Resources (Project Trainee - Campus Recruitment)

ibsoftware

521-524, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

+91 903 733 9319

Feba.Jacob@ibsplc.com | www.ibsplc.com

 Mangalam - Final Selected.xlsx
10K

Placement Cell Mangalam College Of Engineering <pc@mangalam.in>
To: Feba Jacob <Feba.Jacob@ibsplc.com>

Fri, Oct 7, 2022 at 3:05 PM

Madam,
PFA

[Quoted text hidden]

Thanks & Regards,

Dr.Sreekumar V
Placement Officer
Training & Placement Cell
Mob: 9445258035

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



<https://mail.google.com/mail/u/2/?ik=2&ui=2&view=nt&search=all&normthid=thrad.f%3A1745743399712913291&siml=msn-f%3A17457433>

1/2



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Riya Baby,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Rose Thomas,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Talent Acquisition
Sutherland

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

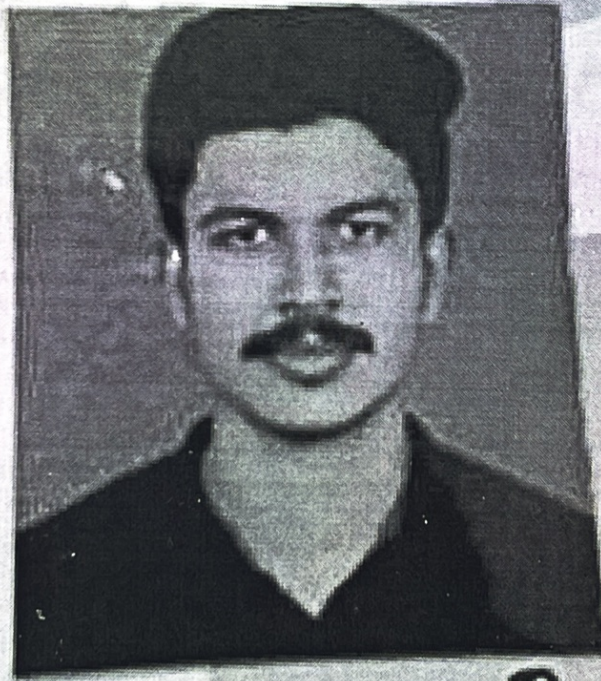


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TEMPORARY ID CARD



Name: **Roshan Roy**

infopark

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ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

NASSCOM
MEMBER

Authorized Signatory



Vismaya Building, Infopark, Kochi - 682 030, India



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Roshan Roy,

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 by 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 with your registered email ID upon the successful completion of your further interviews.

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Talent Acquisition
Sutherland


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 17-03-2023

Dear Vishnu Rathan,

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 by 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 with your registered email ID upon the 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 - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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

- 1 Passport size photograph
- 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, and 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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Ettumanoor





Dear Lijin

I'd like to welcome you to Sutherland. We are excited that you have accepted our job offer and agreed upon your start date. I trust that this letter finds you mutually excited about your new employment with Sutherland.

Sincerely,

Manil M M



Confirmation Mail - Trainee Technical Support Engineer!

1 message

<hr@remosoftware.com>
To: reachrohit01@gmail.com
Cc: tim@remosoftware.com

Fri, 27 Oct, 2023 at 13:51

Dear Rohith Raju,

Greetings from Remo Software!!!

We were pleased to have you at Remo Software for the interview.

As per the discussion we had, your Joining date for the post of **Trainee Technical Support Engineer** with Remo Software has been scheduled on **30th October, 2023** with the salary package being **2.16 Lakh Per Annum**.

Please Note:

- 3 Months Internship (You will be monitored for 3 months on Discipline, punctuality & reporting on assignments, if we find any issues in this you will be terminated at any time without notice)
- 6 More months of probation after 3 months of Internship
- If the performance is exemplary, the Internship can end any time before the given time of 3 months and you will be eligible for the salary review, and the same applies for the Probation.
- Salary during Internship– **INR 18,000** per month

Reporting Timing: 10:30 AM

Documents to be submitted:

All one set photocopies of 10th, +2, Final Sem degree marks card, previous working certificate(if has) and ID proof along with two passport size photographs.

Requesting you to revert back to the mail for confirmation.

Do get in touch with call or mail if you have any queries.

Thanks and Regards,

Tansiya
HR

Remo Software
8748074278

Clave Land Technologies PVT LTD
Shopping Complex, Peroor Junction 332,
IInd Floor, Jose Bazar, Pala Rd,
Ettumanoor, Kerala 686631
Phone: 0481 2530310
Email: info@claveland.com
www.claveland.com



Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Tincy A Mathew,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Tincy A Mathew


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

On your first day of employment please bring:

- A Stamp paper worth INR. 100/- for agreement in your name
- 4 color passport-size photographs And self-attested copies of:
- Certificates supporting your educational qualifications along with a marks sheet
- Schooling certificate (SSLC/ICSE) in support of if any
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2. Working Days and Timings

Monday to Friday: 9 am to 6 pm.

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You will have to serve for extra hours for completion of tasks assigned.

3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

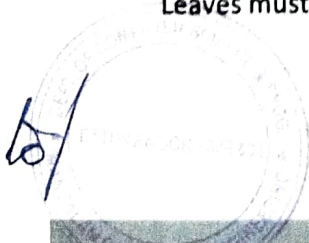
4. Salary and benefits


Your gross salary including all benefits will be Rs.2,40,000/- per annum.

5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave. Casual leaves not taken in one year will carry forward to the next year.

Leaves must only be taken after receiving prior approval from the Team Lead.




PRINCIPAL
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6. Notice Period

<3 months: One month's notice period from the day of submitting the resignation.

3 months and above: Two months' notice period from the day of submitting the resignation.

For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Clave Land Technologies PVT LTD, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 19th 2023


Responsibilities and Duties

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Clave Land Technologies PVT LTD" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Tincy A Mathew


WANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Dear Joel Roy,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Joel Roy


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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4. Salary and benefits

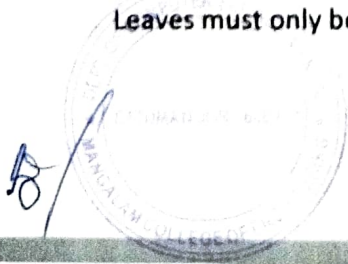
Your gross salary including all benefits will be Rs.2,40,000/- per annum.

5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.

Casual leaves not taken in one year will carry forward to the next year.

Leaves must only be taken after receiving prior approval from the Team Lead.



Handwritten signature in blue ink.
FUNDAMENTALS OF ENGINEERING
Ettumanoor

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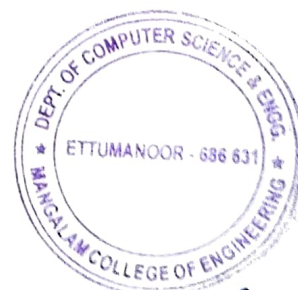
Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Joel Roy

A handwritten signature in blue ink, appearing to be 'J. Roy', is written over the printed name of the Principal.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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Offer letter for Software Developer at Clave Land Technologies Pvt LTD

Dear Manya Joseph,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Manya Joseph

MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



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4. Salary and benefits

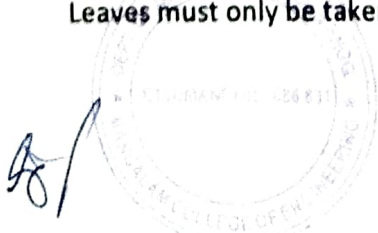
Your gross salary including all benefits will be Rs.2,40,000/- per annum.


5. Leave Policy

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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Manya Joseph

A handwritten signature in blue ink, appearing to be 'Bobby Thomas', is written over a faint, light blue circular stamp.

ANGELABEN COLLEGE OF ENGINEERING
Ettumanoor



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Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Dear Nandana K Saji,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Nandana K Saji


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Nandana K Saji


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Offer letter for Software Developer at Clave Land Technologies Pvt LTD

Dear Parvathy Pushpan,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Parvathy Pushpan


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ANGA AM COLLEGE OF ENGINEERING
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A handwritten signature in blue ink.

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8. Date Of Join

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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Parvathy Pushpanp


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Offer letter for Software Developer at Clave Land Technologies Pvt LTD

Dear Sreelakshmi P T,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Sreelakshmi P T


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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Sreelakshmi P T

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

CitymapiaTM

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Sajan Thomas,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sajan Thomas


RESHMI R NATH
Ettumanoor



Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

CitymapiaTM

Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

| | |
|----------------------------------|-----------------------------------------------------------------------------------------------|
| Educational Certificates | Graduation (if any) |
| Employment Certificates (If any) | Past Employment Certificate and last three month Salary Slip |
| PAN No: | Photocopy of PAN Card with clear visibility of PAN number and Aadhar copy |
| Bank A/C No: | Please provide your account number and IFSC code details for the purpose of Salary Processing |

2. Working Days and Timings

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Saturdays (2nd & 4th of each month): 9 am to 6 pm.

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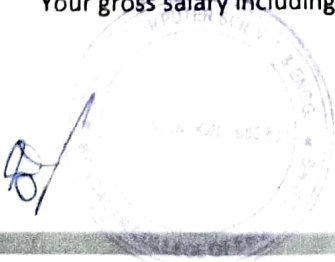
3. Probationary period


You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance).

You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.




PRINCIPAL
KANGALAM COLLEGE OF ENGINEERING
Kottayam

Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

Citymapia™

Responsibilities and Duties


In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Citymapia" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sajan Thomas




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MANGALAM COLLEGE OF ENGINEERING

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5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.
Casual leaves not taken in one year will carry forward to the next year.
Leaves must only be taken after receiving prior approval from the Team Lead.

6. Notice Period

<3 months: One month's notice period from the day of submitting the resignation.
3 months and above: Two months' notice period from the day of submitting the resignation.
For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Citymapia Software Solutions, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 4th 2023


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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Kerala, India.
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Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Sidharth Praveen,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sidharth Praveen


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ANGALAM COLLEGE OF ENGINEERING
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Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

| | |
|----------------------------------|-----------------------------------------------------------------------------------------------|
| Educational Certificates | Graduation (if any) |
| Employment Certificates (If any) | Past Employment Certificate and last three month Salary Slip |
| PAN No: | Photocopy of PAN Card with clear visibility of PAN number and Aadhar copy |
| Bank A/C No: | Please provide your account number and IFSC code details for the purpose of Salary Processing |

2. Working Days and Timings

Monday to Friday: 9 am to 6 pm.

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You will have to serve for extra hours for completion of tasks assigned.

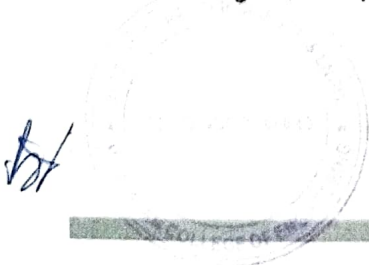
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4. Salary and benefits

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8. Date Of Join

October 4th 2023



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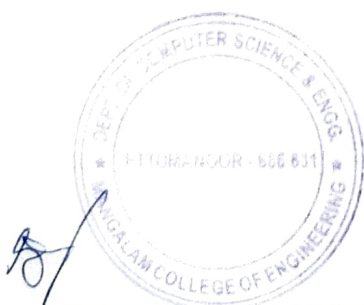
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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sidharth Praveen




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Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear G Harikrishna,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

G Harikrishna



ANGA-AM ENGINEERING
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Terms and Conditions of the Offer

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4. Salary and benefits

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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

G Harikrishna




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Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear Elson P Aniyan,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Elson P Aniyan


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AB/

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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Elson P Aniyan




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Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Sreelekshmi Suresh,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sreelekshmi Suresh


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Terms and Conditions of the Offer

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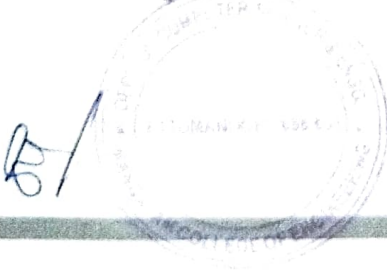
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4. Salary and benefits

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8. Date Of Join

October 4th 2023


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WANGALAM COLLEGE OF ENGINEERING
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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Sreelekshmi Suresh




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Clave Land Technologies PVT LTD
Shopping Complex, Peroor Junction 332,
IInd Floor, Jose Bazar, Pala Rd,
Ettumanoor, Kerala 686631
Phone: 0481 2530310
Email: info@claveland.com
www.claveland.com



Offer letter for Software Developer at Clave Land Technologies Pvt LTD

Dear Ankitha Murali,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Ankitha Murali


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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www.claveland.com



Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

On your first day of employment please bring:

- A Stamp paper worth INR. 100/- for agreement in your name
- 4 color passport-size photographs And self-attested copies of:
- Certificates supporting your educational qualifications along with a marks sheet
- Schooling certificate (SSLC/ICSE) in support of if any
- Your latest passport / Valid ID card
- Your medical fitness certificate and any other relevant medical information

2. Working Days and Timings

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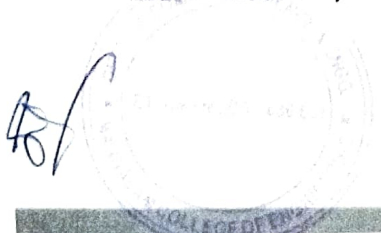
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Leaves must only be taken after receiving prior approval from the Team Lead.



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October 19th 2023


Responsibilities and Duties

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Clave Land Technologies PVT LTD" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Ankitha Murali


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Dear Aswin Manoj,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Aswin Manoj


PRINCIPAL
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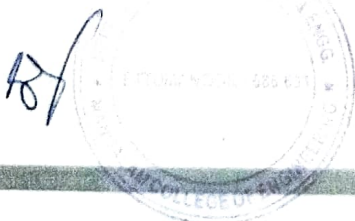
Your gross salary including all benefits will be Rs.2,40,000/- per annum.


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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Aswin Manoj

A handwritten signature in blue ink, appearing to be 'Aswin Manoj', is written over the stamp.

MANGALAM COLLEGE OF ENGINEERING
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Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Dear Dacena C Martin,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Dacena C Martin


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Clave Land Technologies PVT LTD
Shopping Complex, Peroor Junction 332,
IInd Floor, Jose Bazar, Pala Rd,
Ettumanoor, Kerala 686631
Phone: 0481 2530310
Email: info@claveland.com
www.claveland.com



Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

On your first day of employment please bring:

- A Stamp paper worth INR. 100/- for agreement in your name
- 4 color passport-size photographs And self-attested copies of:
- Certificates supporting your educational qualifications along with a marks sheet
- Schooling certificate (SSLC/ICSE) in support of if any
- Your latest passport / Valid ID card
- Your medical fitness certificate and any other relevant medical information

2. Working Days and Timings

Monday to Friday: 9 am to 6 pm.

Saturdays (2nd & 4th of each month): 9 am to 6 pm.

You will have to serve for extra hours for completion of tasks assigned.

3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

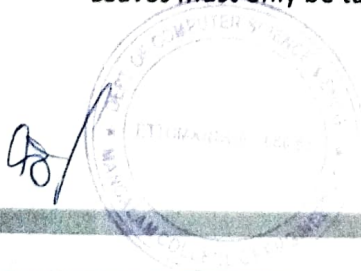
Your gross salary including all benefits will be Rs.2,40,000/- per annum.


5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.

Casual leaves not taken in one year will carry forward to the next year.

Leaves must only be taken after receiving prior approval from the Team Lead.




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HIGALAM COLLEGE OF ENGINEERING
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6. Notice Period

<3 months: One month's notice period from the day of submitting the resignation.
3 months and above: Two months' notice period from the day of submitting the resignation.
For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Clave Land Technologies PVT LTD, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 19th 2023


Responsibilities and Duties

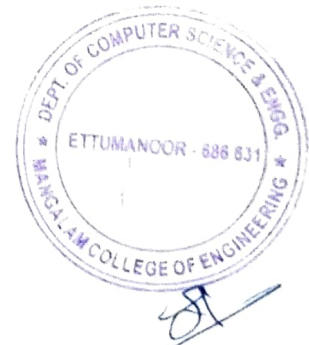
In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Clave Land Technologies PVT LTD" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Dacena C Martin


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MANGALAM COLLEGE OF ENGINEERING
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Offer letter for Software Developer at Clave Land Technologies Pvt LTD

Dear Harsha Wilson,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Harsha Wilson


PRINCIPAL
ANGELAM COLLEGE OF ENGINEERING
Ettumanoor



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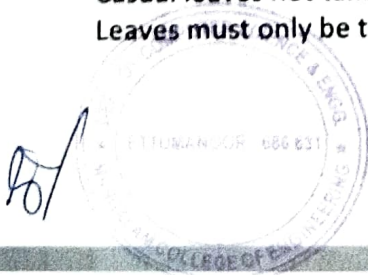
4. Salary and benefits

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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Harsha Wilson


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Offer letter for Software Developer at Clave Land Technologies Pvt LTD


Dear Indrajith M Dinesh,

We are pleased to offer you the position of Software Developer at Clave Land Technologies Pvt LTD. You are requested to join the company on 19/10/2023.

We are certain to see you be a fundamental asset of Clave Land Technologies Pvt LTD.

Yours sincerely,
Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Indrajith M Dinesh


INDRAJITH M DINESH
B.TECH DEGREE OF ENGINEERING
Ettumanoor



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4. Salary and benefits

Your gross salary including all benefits will be Rs.2,40,000/- per annum.

5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.



A handwritten signature in blue ink, likely of the college representative.

ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

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8. Date Of Join

October 19th 2023


Responsibilities and Duties

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Yours sincerely,

Operations Manager
Bobby Thomas
Clave Land Technologies PVT LTD

Indrajith M Dinesh


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

CitymapiaTM

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Rahul G,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Rahul G


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
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CitymapiaTM

Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

| | |
|----------------------------------|-----------------------------------------------------------------------------------------------|
| Educational Certificates | Graduation (if any) |
| Employment Certificates (If any) | Past Employment Certificate and last three month Salary Slip |
| PAN No: | Photocopy of PAN Card with clear visibility of PAN number and Aadhar copy |
| Bank A/C No: | Please provide your account number and IFSC code details for the purpose of Salary Processing |

2. Working Days and Timings

Monday to Friday: 9 am to 6 pm.

Saturdays (2nd & 4th of each month): 9 am to 6 pm.

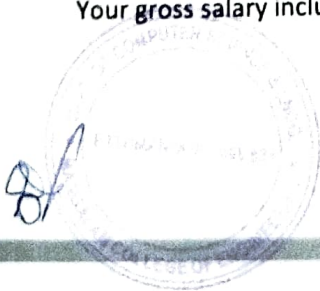
You will have to serve for extra hours for completion of tasks assigned.


3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.




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ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
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Citymapia™

Responsibilities and Duties


In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Citymapia" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Rahul G




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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Kottayam, 686001
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Mob: +91 9744304010
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5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.
Casual leaves not taken in one year will carry forward to the next year.
Leaves must only be taken after receiving prior approval from the Team Lead.

6. Notice Period

<3 months: One month's notice period from the day of submitting the resignation.
3 months and above: Two months' notice period from the day of submitting the resignation.
For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Citymapia Software Solutions, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 4th 2023


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR





Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

Citymapia™

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Nived Manoj,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Nived Manoj


PRINCIPAL
ANGAM COLLEGE OF ENGINEERING
Ettumanoor



Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
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Email: info@citymapia.in
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Terms and Conditions of the Offer

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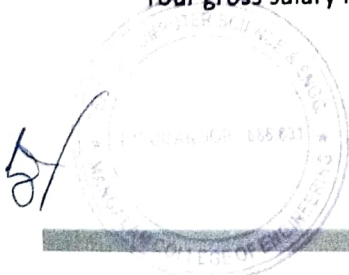
3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance).

You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.



PRINCIPAL

ATTESTED BY: _____

Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Nived Manoj



PRINCIPAL
ETTUMANOOR COLLEGE OF ENGINEERING
Ettumanoor

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October 4th 2023

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4. Salary and benefits

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KOTTAYAM

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Citymapia™

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Nikita Niteen,

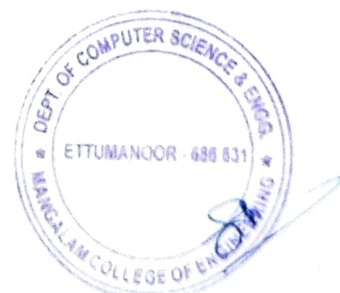
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We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Nikita Niteen


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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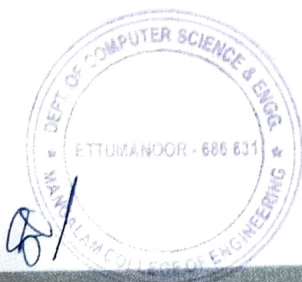
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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Nikita Niteen




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CitymapiaTM

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Maneesh Mathew K J,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Maneesh Mathew K J


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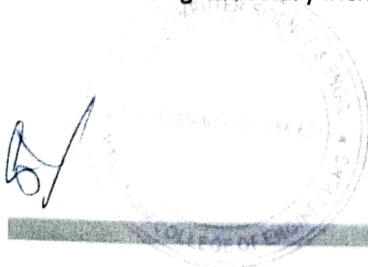
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PRINCIPAL
ENGINEER

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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Maneesh Mathew K J



PRINCIPAL
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KOTTAYAM

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Leaves must only be taken after receiving prior approval from the Team Lead.

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<3 months: One month's notice period from the day of submitting the resignation.
3 months and above: Two months' notice period from the day of submitting the resignation.
For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Citymapia Software Solutions, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 4th 2023



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

Citymapia™

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear Devika Nandakumar,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Devika Nandakumar



PRINCIPAL
KANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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Terms and Conditions of the Offer

1. Joining Formalities:

On the date of joining you are required to bring the following certificates in original for verification along with the photocopies of the same

| | |
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| Educational Certificates | Graduation (if any) |
| Employment Certificates (If any) | Past Employment Certificate and last three month Salary Slip |
| PAN No: | Photocopy of PAN Card with clear visibility of PAN number and Aadhar copy |
| Bank A/C No: | Please provide your account number and IFSC code details for the purpose of Salary Processing |

2. Working Days and Timings

Monday to Friday: 9 am to 6 pm.

Saturdays (2nd & 4th of each month): 9 am to 6 pm.

You will have to serve for extra hours for completion of tasks assigned.

3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.




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Kottayam

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Kerala, India.
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Email: info@citymapia.in
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Responsibilities and Duties

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Citymapia" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Devika Nandakumar



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MANGALAM COLLEGE OF ENGINEERING
2008

Main Central Road (M.C Road),
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5. Leave Policy

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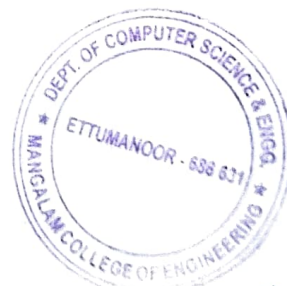
7. Confidentiality

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8. Date Of Join

October 4th 2023


PRINCIPAL
DEPT. OF ENGINEERING





Main Central Road (M.C Road),
SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
Email: info@citymapia.in
www.citymapia.com

Citymapia™

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear Bobin Varghese,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Bobin Varghese


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Main Central Road (M.C Road),
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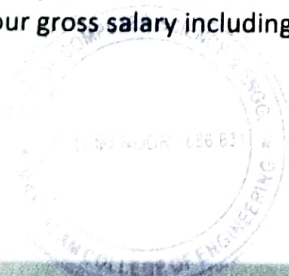
You will have to serve for extra hours for completion of tasks assigned.

3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
KOTTAYAM, KERALA

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CitymapiaTM


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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Bobin Varghese


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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CitymapiaTM

5. Leave Policy

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October 4th 2023




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumangoor

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SH 1, Baker Hill,
Kottayam, 686001
Kerala, India.
Mob: +91 9744304010
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www.citymapia.com

CitymapiaTM

Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions


Dear Anna Mariya E S,

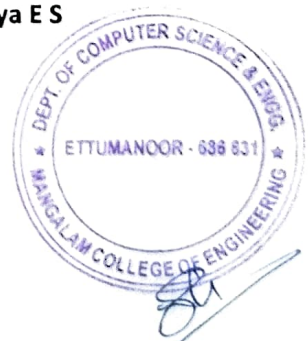
We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Anna Mariya E S


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



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Terms and Conditions of the Offer

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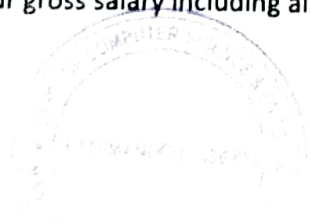
You will have to serve for extra hours for completion of tasks assigned.

3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance). You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.



PRINCIPAL
KOTTAYAM COLLEGE OF ENGINEERING
KOTTAYAM

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Responsibilities and Duties


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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Anna Mariya E S




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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CitymapiaTM

5. Leave Policy

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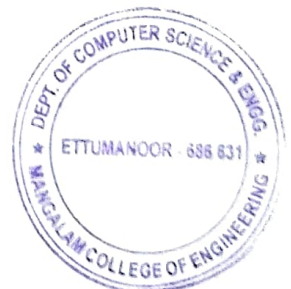
7. Confidentiality

As an employee at Citymapia Software Solutions, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 4th 2023


PRINCIPAL
WANGALAM COLLEGE OF ENGINEERING
Ettumanoor





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www.citymapia.com

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Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear Albin Abraham George,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Albin Abraham George



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM



Main Central Road (M.C Road),
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CitymapiaTM

Terms and Conditions of the Offer

1. Joining Formalities:

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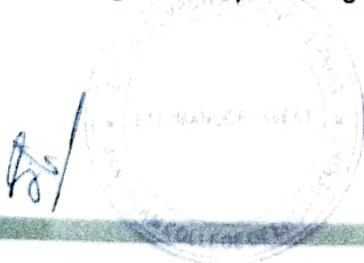
3. Probationary period

You will be under probation for the first six months after which on the confirmation you will be provided benefits based on your performance (provide health insurance).

You will also be provided with a formal confirmation letter on the same. During the probation period, the company may terminate your services without notice if your performance is not up to our expectations or for any other reason.

4. Salary and benefits

Your gross salary including all benefits will be Rs.1, 44,000/- per annum.



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Citymapia™

5. Leave Policy

You will be allocated two paid leaves every month, one sick leave and casual leave.
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Leaves must only be taken after receiving prior approval from the Team Lead.

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For senior employees: Three months' notice period from the day of submitting the resignation.

7. Confidentiality

As an employee at Citymapia Software Solutions, you are not supposed to disclose any confidential information regarding the company or your salary to the in-mates or others.

8. Date Of Join

October 4th 2023



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Main Central Road (M.C Road),
SH 1, Baker Hill,
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Mob: +91 9744304010
Email: info@citymapia.in
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CitymapiaTM

Responsibilities and Duties

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of "Citymapia" ("the Company") or any of its subsidiaries/affiliates/group companies whether directly or indirectly.

Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Albin Abraham George




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANGOOR

Main Central Road (M.C Road),
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Kottayam, 686001
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Email: info@citymapia.in
www.citymapia.com

Citymapia™


Offer letter for Mobile Application Developer (Trainee) at Citymapia Software Solutions

Dear Abhishek Prathap,

We take great contentment to offer you the position of **Mobile App Developer (Trainee)** at Citymapia Software Solutions. This letter contains the terms and conditions as part of the company policy which will govern your employment on confirmation.

We are certain to see you be a fundamental asset of Citymapia Software Solutions.

Yours sincerely,
Operations Manager
Reshmi R Nath
Citymapia Software Solutions


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

Abhishek Prathap



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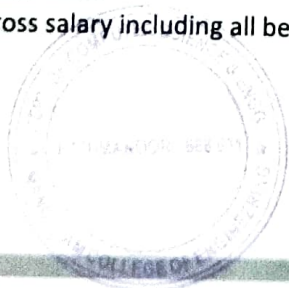
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Your gross salary including all benefits will be Rs.1, 44,000/- per annum.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
THIRUVANANTHAPURAM

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CitymapiaTM

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Yours sincerely,

Operations Manager
Reshmi R Nath
Citymapia Software Solutions

Abhishek Prathap


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Dear Ebin Baby,

01/06/2023

This is with reference to the interview you had with us on 19/05/2023 and we are pleased to offer you the post of Software Engineer in our company. You are requested to join the company on 13/09/2023.

In case you fail to report on this date without prior intimation with genuine reasons or if you are unable to submit all the necessary details mentioned at the end of this offer letter (unless otherwise agreed in writing by the HR Head), the offer shall stand automatically withdrawn. You are requested to report at our Cochin office.

Stipend/Salary: During first 3 months, you'll be trained on different technologies. During training, you will receive a monthly stipend. On successful completion of training, your initial salary will be INR 12000/- per month, including all allowances. Paychecks will be distributed on first day of every month. You will also get medical insurance, on top of salary.

Non-Compete and Confidentiality agreement: On your first day of employment, you will be required to legally accept this offer by signing a Non-Compete agreement and a Confidentiality agreement for a period of 24 months with the company.

Vacation and Personal Emergency Time Off: Vacation is accrued at 1 day per pay period. Personal emergency days are generally accrued per company policy.

This offer is contingent upon your passing our mandatory drug screen, our receipt of your college transcripts and other documents mentioned at the end of this offer letter and any other contingency you may wish to state.

On your first day of employment please bring :

- A Stamp paper worth INR. 100/- for agreement in your name
- 4 color passport-size photographs

And self attested copies of:

- Certificates supporting your educational qualifications along with a marks sheet
- Schooling certificate (SSLC/ICSE) in support of if any
- Your latest passport / Valid ID card
- Your medical fitness certificate and any other relevant medical information

For any further clarification, mail your queries at mail@yatnam.com

Please note that our offer has been made based on the information furnished by you. If we find any of that information to be false or misleading then we reserve the right to cancel this offer of appointment without explanation at our discretion.

We at Yatnam Technologies (P) Limited hope that this will be a great opportunity for you to learn and acquire new skills and utilize existing ones. We expect that this will be a truly rewarding assignment for you and look forward to welcome you aboard.

Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited



Yatnam Technologies (P) Limited



Dear Joffin George,

01/06/2023

This is with reference to the interview you had with us on 19/05/2023 and we are pleased to offer you the post of Software Engineer in our company. You are requested to join the company on 13/09/2023.

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Regards,

Yours sincerely,

Team HRD

Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING



Dear M S Joitson,

01/06/2023

This is with reference to the interview you had with us on 19/05/2023 and we are pleased to offer you the post of Software Engineer in our company. You are requested to join the company on 13/09/2023.

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We at Yatnam Technologies (P) Limited hope that this will be a great opportunity for you to learn and acquire new skills and utilize existing ones. We expect that this will be a truly rewarding assignment for you and look forward to welcome you aboard.

Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited



MANGALAM



Dear Koshy M Varkey,

01/06/2023

This is with reference to the interview you had with us on 19/05/2023 and we are pleased to offer you the post of Software Engineer in our company. You are requested to join the company on 13/09/2023.

In case you fail to report on this date without prior intimation with genuine reasons or if you are unable to submit all the necessary details mentioned at the end of this offer letter (unless otherwise agreed in writing by the HR Head), the offer shall stand automatically withdrawn. You are requested to report at our Cochin office.

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On your first day of employment please bring :

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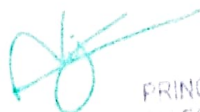
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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Kochi - 682 042



Dear Nayana Anna Joshy,

01/06/2023

This is with reference to the interview you had with us on 19/05/2023 and we are pleased to offer you the post of Software Engineer in our company. You are requested to join the company on 13/09/2023.

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Regards,

Yours sincerely,

Team HRD

Yatnam Technologies (P) Limited



ANGALAM



Dear Preejamol Prasad,

01/06/2023

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Regards,

Yours sincerely,

Team HRD

Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Dear Anaha Babu,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


PRINCIPAL
YATNAM COLLEGE OF ENGINEERING
ETTUMANOOR



Dear Albin Varkey,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
KANNUR



Dear Adithya A Nair,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANUR



Dear Sophiya Sunny,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimanoor



Dear Anju Babu,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited


ETTUMANOOR
ANGALAM COLLEGE OF ENGINEERING



Dear Ashik Das T H ,

01/06/2023

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Regards,

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Team HRD
Yatnam Technologies (P) Limited



Dear Tomin Thomas,

01/06/2023

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Regards,

Yours sincerely,
Team HRD
Yatnam Technologies (P) Limited

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Dear Surya V S,

01/06/2023

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Team HRD
Yatnam Technologies (P) Limited



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor





April 15, 2023

Dear Alen Johny,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000** /- per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

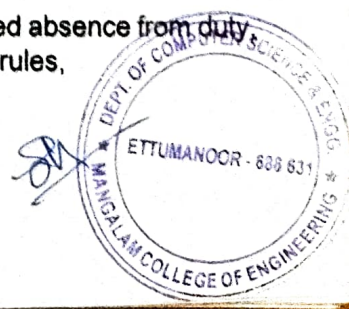
You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
CHENNAI



misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

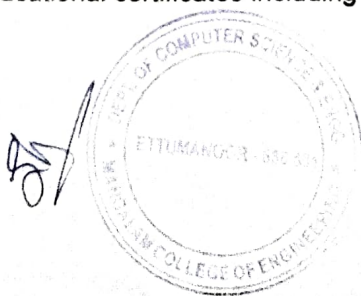
The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).


You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- Photographs (Six passport size)
- All educational certificates including mark sheets in full




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Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
| Potential Earning (Net Salary + Performance Incentive) | 15,312.00 | 183,742.00 |



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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/-, Medicclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

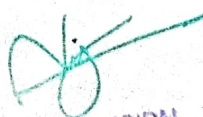
Sincerely,

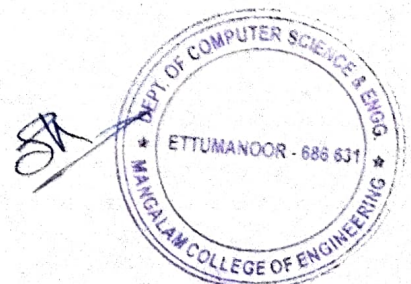
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.


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April 15, 2023

Dear Vishnu T,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000** /- per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

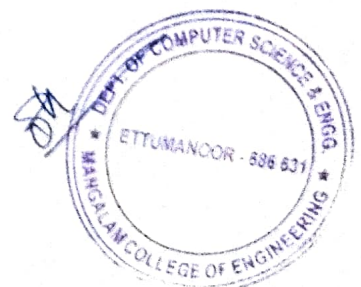
You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

Authorised Signatory
SUTHERLAND



misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

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The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

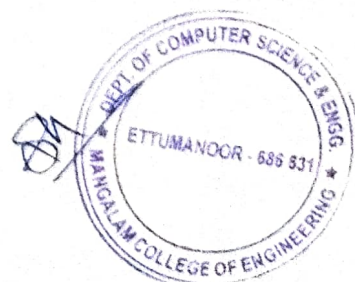
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- Photographs (Six passport size)
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- Form -16 along with earnings certificate for IT purpose

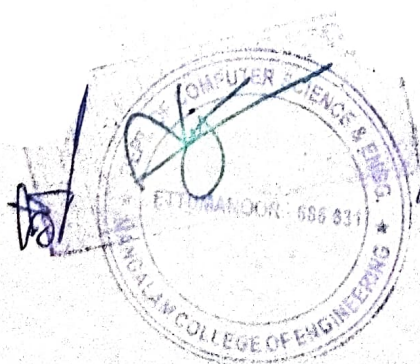


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Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/-, Medclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

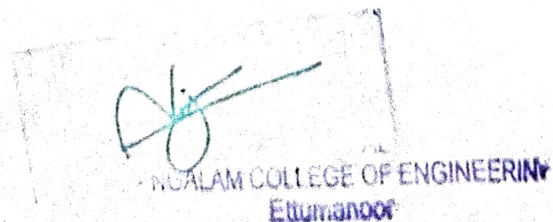
Sincerely,

For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.



MANGALAM COLLEGE OF ENGINEERING
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April 15, 2023

Dear **Vidul Venugopalan,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000** /- per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,


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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

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You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

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- Photographs (Six passport size)
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- Relieving Letter & Service Certificate (If employed previously)
- Proof of Last drawn salary
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- Form -16 along with earnings certificate for IT purpose




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Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
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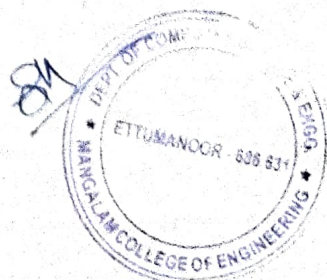
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING





April 15, 2023

Dear **Sneha U P**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

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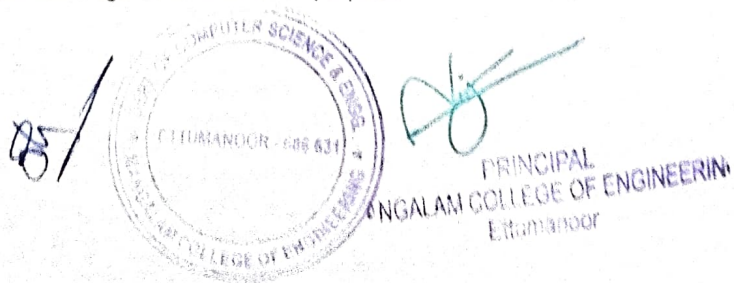
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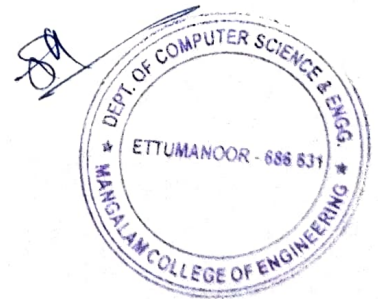
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Sutherland Global Services Private Ltd.
Annexure

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| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
| Potential Earning (Net Salary + Performance Incentive) | 15,312.00 | 183,742.00 |


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/-, Medclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

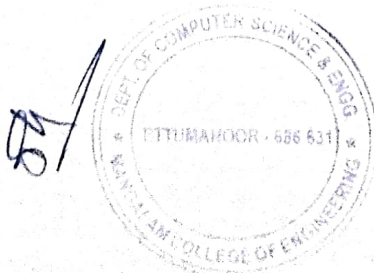
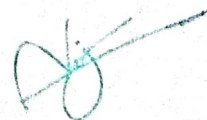
Sincerely,

For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.



 PRINCIPAL
 ANNA UNIVERSITY, CHENNAI
 600 025



April 15, 2023

Dear **Kenus Roy**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000/-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

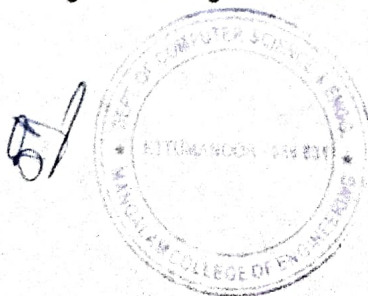
The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- Photographs (Six passport size)
- All educational certificates including mark sheets in full
- Relieving Letter & Service Certificate (If employed previously)
- Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ANGALAM

Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
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ANGALAM COLLEGE OF ENGINEERING
ETTUMANDUR



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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/- , Mediclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

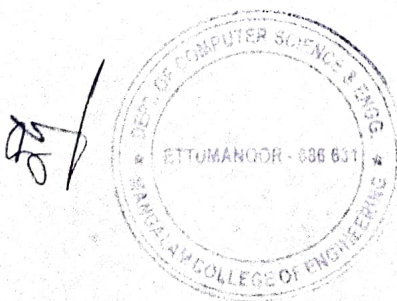
Sincerely,


For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumangoor



April 15, 2023

Dear **Melvin M Abraham,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000 /-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

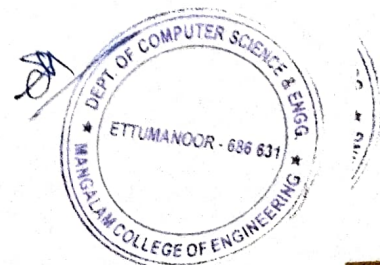
You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,


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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

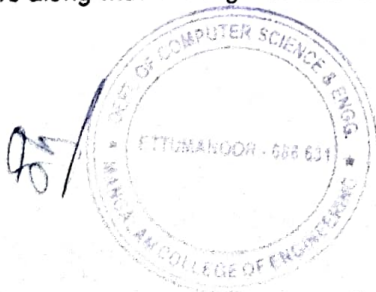
The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- Photographs (Six passport size)
- All educational certificates including mark sheets in full
- Relieving Letter & Service Certificate (If employed previously)
- Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING & TECHNOLOGY

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING & TECHNOLOGY

Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
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PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/- , Mediclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of - Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross - Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month - For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

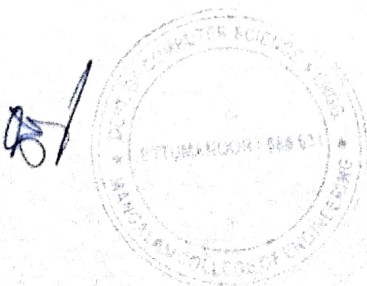
Sincerely,

For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.




ENGINEERING

ENGINEERING



April 15, 2023

Dear Nithin Chandran,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000 /-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

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You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANLOOR



misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

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In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

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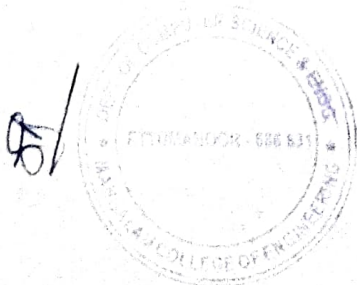
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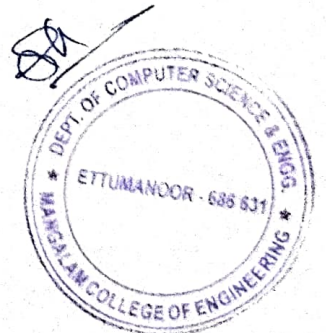


 PRINCIPAL
ANIL KUMAR SINGH
ENGINEERING

Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
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MANAGEMENT ENGINEERING



| | |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
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| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/- , Medclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

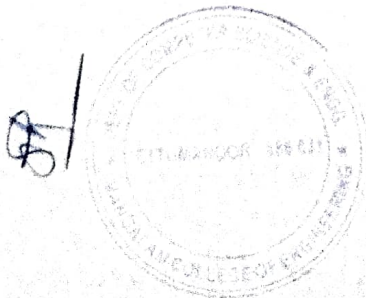
Sincerely,


For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.




PRINCIPAL
ANNA UNIVERSITY COLLEGE OF ENGINEERING
Ettimanoor



April 15, 2023

Dear **Sandra Omanakkuttan**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000 /-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

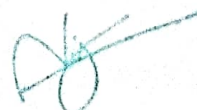
The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.


- Photographs (Six passport size)
- All educational certificates including mark sheets in full
- Relieving Letter & Service Certificate (If employed previously)
- Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose



ANNA UNIVERSITY
CHENNAI
ENGINEERING

Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
| Potential Earning (Net Salary + Performance Incentive) | 15,312.00 | 183,742.00 |


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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/- , Mediclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
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Best wishes for a long, happy and rewarding career with us.

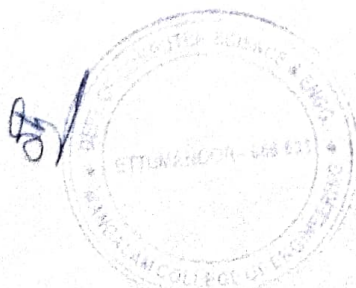
Sincerely,


For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



April 15, 2023

Dear Jishnu V Joshy,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000 /-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,


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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

In compliance with statutory and legal compliances under Indian Laws including but not limited to under Information Technology Act 2000, the company reserves the right to deploy necessary tools and measures in the interest of data integrity, screen and information security while working inside or outside office, including work at home, at any point of time.

You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

In case of any violation of abovementioned covenants by you, the Company reserves its right to take penal action against you including termination of services and civil and criminal action against you for the damages incurred by the Company.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

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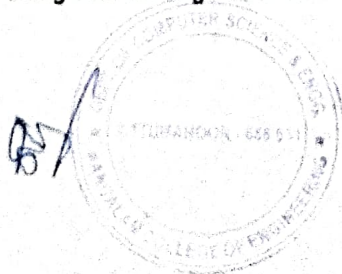
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You will automatically retire from the services of the company on attaining the age of 60 years.

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Ettumanoor

Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
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ANGALAM COLLEGE OF ENGINEERING
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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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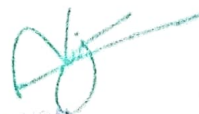
For Sutherland



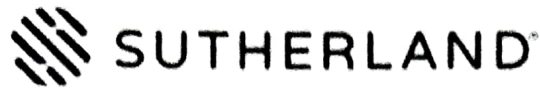
Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.





PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimadai



April 15, 2023

Dear Devu V S,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

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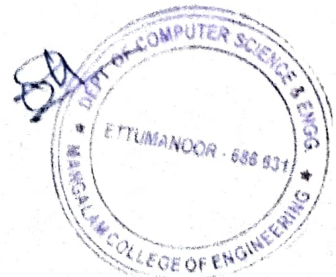
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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

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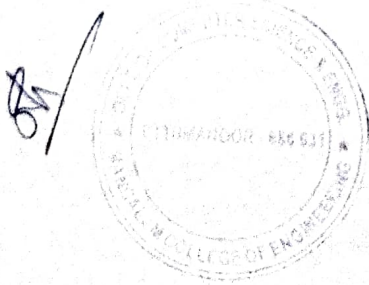
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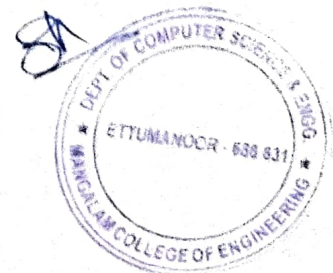


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Sutherland Global Services Private Ltd.
Annexure

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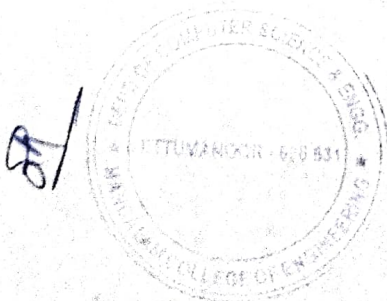
Sincerely,

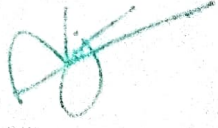
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

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PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



April 15, 2023

Dear Denzel Jobl,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.2,40,000 /-** per annum (Rupees Two Lakh Twenty One Thousand Two Hundred Fifty), the details of which are given in the annexure of the appointment letter.

You shall report to **Bosco Arulraj Alphonse** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

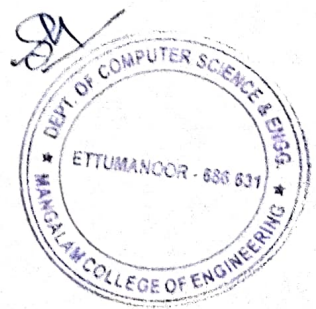
You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

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misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

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You agree to abide by confidentiality norms as included under NDA signed by you and maintain secrecy of the Sutherland proprietary information exchanged with you during the course of your employment and thereafter.

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Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.


The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

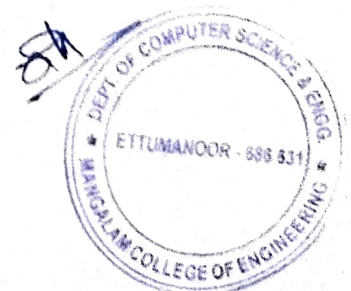
You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

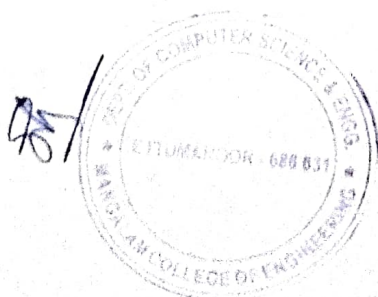
- Photographs (Six passport size)
- All educational certificates including mark sheets in full
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- Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose


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Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
| Bonus | 2,342.00 | 28,106.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,086.00 | 37,031.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 0.00 | 0.00 |
| Gross Salary (A + B) | 14,059.00 | 168,709.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 33,000.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,392.00 | 16,702.00 |
| Gratuity | 237.00 | 2,839.00 |
| CTC (A + B + C + D) | 18,438.00 | 221,250.00 |
| Net Salary (Gross-PF-ESI) | 12,562.00 | 150,742.00 |
| Potential Earning (Net Salary + Performance Incentive) | 15,312.00 | 183,742.00 |



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| Performance Incentive (Tenured) | Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards. |
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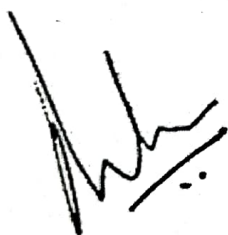
| | |
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| Gratuity | Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts |
| Insurance Coverage | Sum insured under Accident Insurance is Rs.500,000/-, Mediclaim is Rs.200,000.00/- for self only. Group term Life Insurance coverage of – Rs 500,000.00 for self only. |
| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

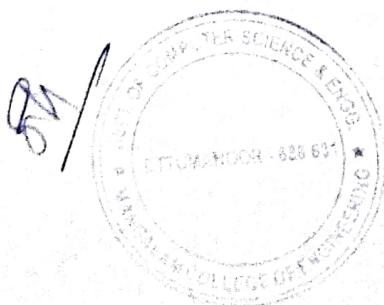
Sincerely,

For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.



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April 15, 2023

Dear Aswin V T,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

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You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

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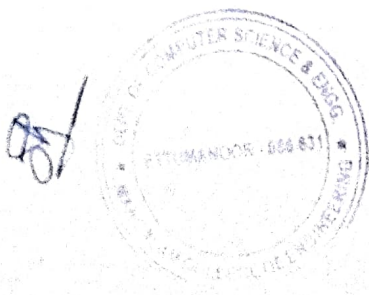
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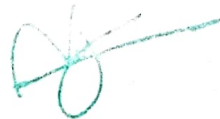
- Photographs (Six passport size)
- All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously)
- Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose



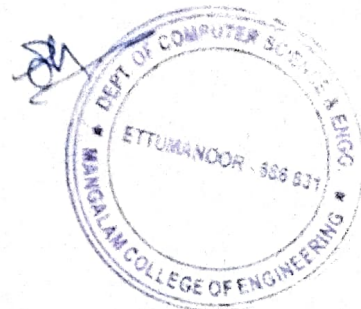
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Sutherland Global Services Private Ltd.
Annexure

| Components | Rs. Per month | Rs. Per annum |
|--------------------------------------------------------|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 4,921.00 | 59,048.00 |
| House Rent Allowance | 2,460.00 | 29,524.00 |
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| ESI | If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive |

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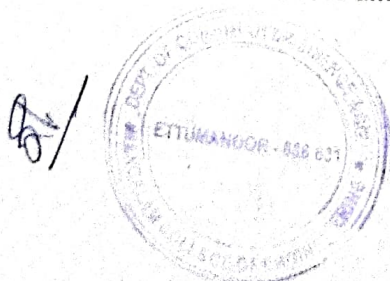
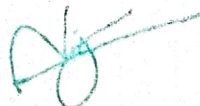
Sincerely,

For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.



April 15, 2023

Dear **Arjun Das**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before September 15, 2023** on the following terms and conditions.

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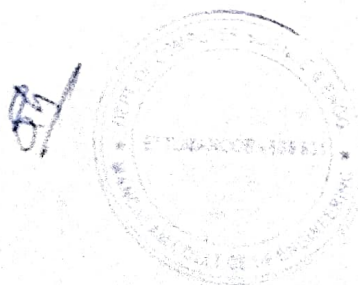
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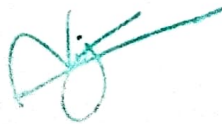
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Sutherland Global Services Private Ltd.
Annexure

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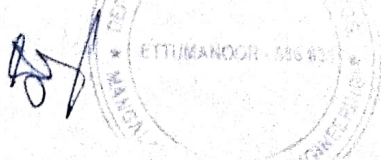
For Sutherland

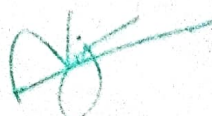


Thendral Rajendran
Associate Vice President - Talent Acquisition

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.

Offer electronically accepted by: Arjun Das
Offer electronically accepted on: Apr 15, 2023, 2:17 PM GMT+05:30




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Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+ 91 85 890 190 33
+ 91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

Dated 1st July 2023

To

Mr. Gladson Sebastian
Kandathil House
Kuninji P.O
Thodupuzha

Dear Mr. Gladson Sebastian

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. ALLOWANCE/INCENTIVES

You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

5.SPECIFIC CONDITIONS

- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
- Salary shall be released as per standard policy of company i.e, on a monthly basis by the 7th day of next month subject to the provisions of holiday.
- Employees shall be eligible for one Earned Leave (EL) per 25 working days in addition to the Sundays & approved holidays as per company policies. In case of working on Sundays or Company approved holidays the compensatory leave shall be available to the Employees.
- The notice period for leaving the company shall be 90 days and any deviations in this shall be the sole discretion of the company. The information, documents and the materials shared and available to you shall be handled with utmost confidentiality. Any breach in the same shall attract disciplinary actions and/or legal proceedings.
- The Documents and the information submitted to the company shall be subject to verification.

Dr Abraham C G

Manager, Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATIONS
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+91 85 890 190 33
+91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
- Your services are liable to be transferred from one establishment, department, or division of the company to the other anywhere in India, at the discretion of the Management.
- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

DEPARTMENT OF ELECTRONICS & COMMUNICATIONS
MANGALAM COLLEGE OF ENGINEERING
ETIMBANDUR

Dr. [Name] [Title]
Kollayam, India - 686 631

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



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support@greenroofsolar.in

Dated 1st July 2023

To

Ms.Fathima Fauju M S
Manaleparambil House
Kummanam P.O
Kottayam

Dear Ms.Fathima Fauju

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. ALLOWANCE/INCENTIVES

You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

5. SPECIFIC CONDITIONS

- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
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- The notice period for leaving the company shall be 90 days and any deviations in this shall be the sole discretion of the company. The information, documents and the materials shared and available to you shall be handled with utmost confidentiality. Any breach in the same shall attract disciplinary actions and/or legal proceedings.
- The Documents and the information submitted to the company shall be subject to verification.

Greensolar Energy Holdings
Trainee Engineer
Engineering

DEPARTMENT OF ELECTRONICS & COMMUNICATIONS
MANGALAM COLLEGE OF ENGINEERING
ET TUMANOOR 605 001

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+ 91 85 890 190 33
+ 91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
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- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
- Your services are liable to be transferred from one establishment, department, or division of the company to the other anywhere in India, at the discretion of the Management.
- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

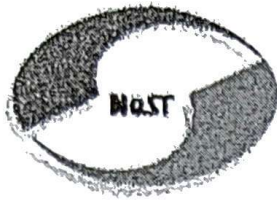
Authorized Signatory

DEPARTMENT OF ELECTRONICS
MANUAL CELL
ETI

Dr. / / / / /
P.O.

and Co.

631



SFO TECHNOLOGIES

A NeST Group Company



Jobin George
EMP ID : 2706

Authorised Signatory

Plot No.37, CSEZ
Kakkanad - 682 037

Phone: 484 6614000, 6614300

Terms & Condition Agreement Between mediacub and Miss. Geethumol,

Date: 25/10/2023

To,
Miss. Geethumol, ,
Kunnelleedu, kelamangalam p.o thakazhy, alappuzha

Dear Miss. Geethumol, ,

According to the terms as per Job of your agreement with us, you were expected to place with us orders of a minimum value of Rs. 5,00,000.00 [Five lakhs] a month.

1. Working Hours - 9.30 - 6.30 (Monday - Saturday).
2. Salary - INR 20000.00 [Twenty thousand only] , Per month.(Every month 5 - 10th day will credit to your account).
3. For Calling - Sim Card will be provided.(if needed).
4. Salary calculated based on work at home and regular attendance.
5. Appointment fixing and calls - 5 appointments per day and must make 25 calls every day.
6. Update google sheet every day with all updates, incase any no updation report,salary will be deducted.
7. Working Area - Kerala Region.
8. Employment Start Date : 25 Oct 2023 (Attendance will calculate based upon the reports).
9. 75% of the target must complete to credit monthly salary.
10. Target closing date : 28th of Every month.

We hope you will not mind this plain-speaking as this is only too essential to be ignored. We sincerely hope, therefore, that you will achieve satisfactory results and mind the target set in our agreement in future. All The Best for your Success.

NB: Print This Document and Sign First. Scan Document and send back to mail@mediacub.in before ur employment.

Agreed with terms and conditions
Miss. Geethumol,
Sign :



Regards,

Robin.E.B
MD - mediacub



- You will be governed by the service rules of this company as may be applicable to you from time to time.
- You might be placed at any project as and when required by the management.
- The company reserves the right to alter or modify its working hours or to increase them.
- This is a position of continuous responsibility and does not entail payment for extra time or overtime.
- During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee of the company.
- Daily Reporting: 10.00 AM and 6.00PM

You are required to sign and submit a copy of this letter of appointment and Employee agreement as a token of your acceptance of our terms and conditions.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

I have read, understood and accepted the above terms and conditions of employment. As desired, I shall join service with effect from 25th OCT 2023.

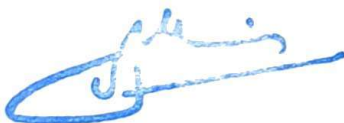
Miss. Geethumol,

Signature

Date: 25/10/2023

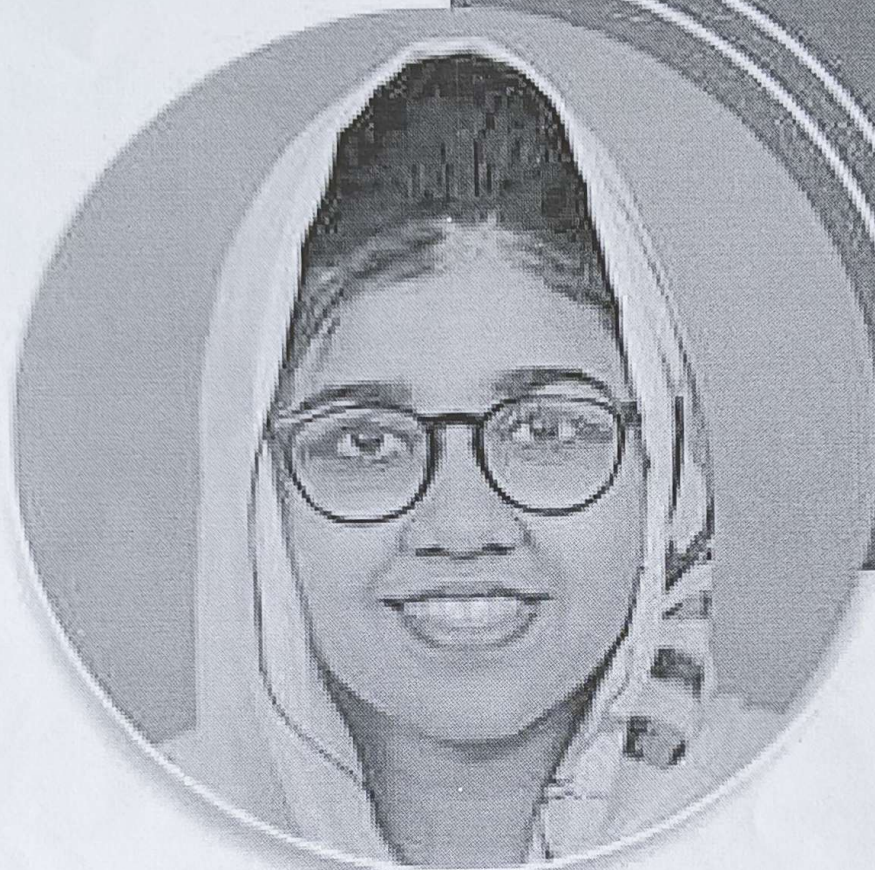
Sincerely,

ROBIN E B, MD
mediacub entertainment



Dr. Abraham G G
Professor

Electronics
Master



FATHIMA FAUJU
Junior Engineer Technical Support

Dr. Abraham C. G.
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, Kerala 686 031

MOOPENS
ENERGY SERVICES LLP

DEPARTMENT OF ELECTRONICS & COMMUNICATIONS
MANGALAM COLLEGE OF ENGINEERING
ETTUMANGALAM - 686 031

Address : Manaleparambil H
Kummanam P O
Kottayam

Mobile No. : 8714762696

Blood Group : O+

If found please return it to
HR Manager

MOOPENS
ENERGY SERVICES LLP

HEAD OFFICE

Building No.65/1098, St. Sebastian Road,
Kaloor Kochi. PIN: 682017 India. LLP ID: AAK-2307

Ph: 92888 88844, 90488 96123

Email: moopensesnergyservices@gmail.com

REGIONAL OFFICE

Door No. 1700/21, Thalamkandathil Building
Chevayoor, Kovoov, Kozhikode-673017
PH: +91 99467 88884, +91 90727 88844

pandhal

Cake Shop | Café & Deli

Dated: 18.08.2023

Dear Mr. Amalraj C A

Sub: Offer of Employment

Welcome to Team Kuruvinakunnel Enterprises!

With reference to your application and subsequent interview you had with us on 18.08.2023, we are pleased to offer you the position of "Logistics Assistant" the Pandhal Café and Deli, on Fixed Term Contract for one year.

Your Salary Break up would be:

| | Monthly |
|------------------------|---------|
| Basic | 7660 |
| DA | 4100 |
| HRA | 3040 |
| Special Allowance | 200 |
| Washing Allowance | 1000 |
| Gross | 16000 |
| Employee PF Deduction | 1536 |
| Employee ESI Deduction | 112 |
| Employee LWF Deduction | 50 |
| Net pay | 14302 |

(*take home would be after EPF deductions as per statutory requirement).

A formal letter of appointment letter will be issued to you on your joining and on submission of the following:

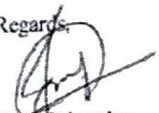
1. Educational Certificates
2. Experience Certificates
3. Relieving letter from your last organization
5. Police Clearance Certificate
4. Satisfactory completion of medical examination (Format Attached)
5. Salary Certificate or Wage Slip of the previous month.
6. Attested Evidence of Identity Proof (Aadhar Card/Driving License/Election ID Card/Passport)
7. Passport size photo: 3 numbers
8. Family photo: 1 number (For ESI Card)
9. UAN Card Copy
10. e-pehchan Card Copy
11. Bank Passbook Copy
12. Nominee photo on red background (The photograph is to be taken using a digital camera and the image should have face prominently visible (80% of the image) with both ears visible)

Please send us your acceptance in writing within three working days. You are requested to report for duty on immediate effect. It may be understood that this offer of appointment is only valid till the date of joining.


Looking forward to a long and mutually beneficial relationship.

Wishing you the very best,

Regards,


Tony Sebastian
Senior HR Assistant




Dr. Abraham C G

pandhal

Cake Shop | Café & Deli

Dated: 18.08.2023

Dear Mr. Amalraj C A

Sub: Offer of Employment

Welcome to Team Kuruvinakunnel Enterprises!

With reference to your application and subsequent interview you had with us on 18.08.2023, we are pleased to offer you the position of "Logistics Assistant" the Pandhal Café and Deli, on Fixed Term Contract for one year.

Your Salary Break up would be:

| | Monthly |
|------------------------|---------|
| Basic | 7660 |
| DA | 4100 |
| HRA | 3040 |
| Special Allowance | 200 |
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| Employee LWF Deduction | 50 |
| Net pay | 14302 |

(*take home would be after EPF deductions as per statutory requirement).

A formal letter of appointment letter will be issued to you on your joining and on submission of the following:


1. Educational Certificates
2. Experience Certificates
3. Relieving letter from your last organization
5. Police Clearance Certificate
4. Satisfactory completion of medical examination (Format Attached)
5. Salary Certificate or Wage Slip of the previous month.
6. Attested Evidence of Identity Proof (Aadhar Card/Driving License/Election ID Card/Passport)
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Please send us your acceptance in writing within three working days. You are requested to report for duty on immediate effect. It may be understood that this offer of appointment is only valid till the date of joining.

Looking forward to a long and mutually beneficial relationship.

Wishing you the very best,

Regards,


Tony Sebastian
Senior HR Assistant



KAVYA SANKAR S
Aluvilayil House
Kurampala South P.O
Pathanamthitta-689501

02-07-2022

Sub: Appointment order to Kavya Sankar S,

Dear Kavya Sankar,

Appointed as Academic Counsellor

We refer to your recent interview for the above position at GODZONE FOREIGN STUDIES & SERVICES PRIVATE LIMITED at CHENNAI and are pleased to inform that we are offering you the position with our company effective from 04th July 2022 under the following terms and conditions;

Salary: 20,000 (Rupees Twenty Thousand Only) with Food & Accomodation

Probationary Period: 2 Months

Notice Period: 1 Month

You need to submit any one of the Original Certificates and you are barred from taking any casual leave during the probation period. If your job performance is found unsatisfactory during the probation period, the management is at its liberty to terminate you without any prior notice. In the event you serve notice of resignation, the Company may relieve you from the date as the company may deem fit even before expiration of the notice period without incurring any obligation to pay salary for the un-expired notice period. Please note that there will be no salary for training period. Please bring this letter when you are joining.

Wish you all the best, Godzone Foreign Studies & Services Private Limited

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



TI Clean Mobility Private Limited

Post Bag No. 5, C T H Road Ambattur, Chennai - 600 053, India
Tel: +91 44 42093434 | Fax: +91 44 42093344
Web: www.montraelectric.com | CIN: U34300TN2022PTC149904

Date: 20-Jun-2023

Name: Alhana T A

Student ID No: MLM19EC007

LETTER OF INTENT

Dear Alhana,

With reference to your application and the subsequent interview you had with us. We are pleased to inform our intent to offer you an appointment as the details given below under our NAPS Trainee Scheme on the following terms and conditions.

1. You will be designated as NAPS Trainee
2. You will be located at TI Clean Mobility Private Limited – Chennai
3. The period of Trainee will be for 12 Months from the date you report for training.
4. During this period, you will be paid an all-inclusive stipend of Rs. 13,500/- per month.
5. During this period, you will be deducted canteen fee of Rs. 250/- per month.

Your tentative Date of joining will be on **3rd July 2023 (Monday)**.

At the time of joining, you are requested to bring xerox copies of the following documents - each 2 copies.

- a) 10th & 12th Marksheet
- b) All semester Marksheets
- c) Provisional / Degree Certificate
- d) Course Completion Certificate
- e) Aadhaar card copy
- f) Vaccination Certificate – 2 dose completed
- g) Passport Size Photo – 6 nos.

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above offer.

Yours Faithfully

For TI Clean Mobility Pvt Ltd.,

Anand Edwin
Business HR Head

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer.

Name & Signature

Dr. Abraham G G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ref: SIL/HR/LTR/2022-2023/56
Dated: 27-07-2022

To,
Aswin Jayaprakash,
Ellathukalam(H),
Chingavanam (PO),
Kottayam,
Kerala - 686531.

OFFER LETTER

Dear Aswin,

This has reference to the interview you had with us for the position of **Junior Executive Trainee [Technical]- Customer Support Department** in our organization.

We are pleased to offer you an appointment in our organization as **Junior Executive Trainee [Technical] – Customer Support Department** and your posting will be at **Kottayam** region. You are requested to report to our Head office in Trivandrum, Kerala on or before the **01st of August, 2022** for training. You will be placed, based on following conditions:

1. You will be appointed on contract basis for a period of one year.
2. During the period your remuneration per month is as follows:

| S.NO | PARTICULARS | AMOUNT |
|------|-------------------------------|--------------|
| 1 | BASIC + DA + OTHER ALLOWANCES | Rs.10,805.00 |
| 2 | ESI (EMPLOYER) | Rs.352.00 |
| 3 | EPF(EMPLOYER) | Rs.843.00 |
| 4 | COST TO COMPANY | Rs.12,000.00 |
| 5 | Less: ESI (EMPLOYER/EMPLOYEE) | Rs.434.00 |
| 6 | Less:EPF (EMPLOYER/EMPLOYEE) | Rs.1,686.00 |
| 7 | NET/TAKE HOME SALARY | Rs.9,880.00 |


PRINCIPAL
ANGALAM COLLEGE OF ENGINEER
Ettumanoor

3. You will be bound by the rules and regulations of the Company.
4. You will have to submit the attested copies of Certificates showing your age/ date of birth, academic and professional qualifications and 4 recent passport size photographs along with copy of Aadhar ID card (Please produce the Original ID card for verification), if not submitted at the time of selection.


Dr. Abraham
Professor & Head
Electronics and Communication Engineering
Angalam College of Engineering
Kottayam, Kerala - 686 631



5. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment
6. You are required to confirm the acceptance of this offer letter within 24 hours from the recipient this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

WISH YOU ALL THE BEST!

For **SOFTLAND INDIA LTD.**

G.MURALY
MANAGING DIRECTOR

ACCEPTED THE ABOVE CONDITIONS

Principal
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Ref:SIL/HR/LTR/2023-2024/26
Dated: 27-06-2023

To,
AmalRaj C A,
Chakkulathchira(H),
Kuthiathode (PO),
Cherthala,
Kerala - 688533.

OFFER LETTER

Dear AmalRaj C A,

This has reference to the interview you had with us for the position of **Junior Executive Trainee [Technical]- Customer Support Department** in our organization.

We are pleased to offer you an appointment in our organization as **Junior Executive Trainee [Technical] – Customer Support Department** and your posting will be at **Kottayam** region. You are requested to report to our Head office in Trivandrum, Kerala on or before the **01st of August, 2023** for training. You will be placed, based on following conditions:

1. You will be appointed on contract basis for a period of one year.
2. During the period your remuneration per month is as follows:

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| 4 | COST TO COMPANY | Rs.12,000.00 |
| 5 | Less: ESI (EMPLOYER/EMPLOYEE) | Rs.434.00 |
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| 7 | NET/TAKE HOME SALARY | Rs.9,880.00 |

[Handwritten Signature]

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

3. You will be bound by the rules and regulations of the Company.
4. You will have to submit the attested copies of Certificates showing your age/ date of birth, academic and professional qualifications and 4 recent passport size photographs along with copy of Aadhar ID card (**Please produce the Original ID card for verification**), if not submitted at the time of selection.

[Handwritten Signature]

REG. OFFICE: Plot No14A, KINFRA SMALL INDUSTRIES PARK, Menamkulam, St. Xaviers College P.O., Thumba,
TRIVANDRUM – 695586 Phone: 91-471-2704090, 2705880, 6454258, 6454257 Fax: 91-471-2706350 Email:
softland@ysnl.com Website: www.softlandindia.co.in

DEPARTMENT OF ELECTRONICS
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631



5. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment
6. You are required to confirm the acceptance of this offer letter within 24 hours from the recipient this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

WISH YOU ALL THE BEST!

For **SOFTLAND INDIA LTD.**

G.MURALY
MANAGING DIRECTOR

ACCEPTED THE ABOVE CONDITIONS

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 05-May-2023

Dear Lakshmi KR (B.Tech - 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

- 10 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.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor**

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

**Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631**

**DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM 686 631**



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 07-May-2023

Dear Navya Benny (B.Tech - 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

- 10 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.
- Medical Fitness Certificate- saying you are fit enough to work in 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

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPT OF ELECTRONICS & COMMUNICATION ENG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear Poojitha karthikeyan

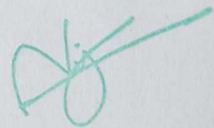
We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar
Job Location :Kottayam/Pune
Mode :Work from client location



PRINCIPAL

ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

Dr. Anitha C.U.
Professor & Head
Department of Electronics and Communication Engineering
Angalam College of Engineering
Kottayam, India - 686 004

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 831

- Annual Leave: You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitle for 1 Paid leave only.
- In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of: 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name form the rolls of the Company.3. You shall not be entitled for any Relieving or Experience letter.
- Resignation: All employees will need to give one month notice period for resigning from the services of the company. Waiver or adjustment of notice period will be at the sole discretion of the Management.
- Service Agreement: This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of one year. In the event if the employee leaves the employment without serving mandatory minimum period of one year, he/she will not be eligible for any compensation pay/incentives.
- Secrecy: You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whosoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.

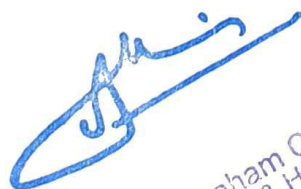
We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)



Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

N0 D907, Sipani Bliss 2,
Chandapura, Bangalore 562107
hello@hownwhy.in



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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

DEPARTMENT OF ELECTRONICS & COMMUNICATIONS
MANGALAM COLLEGE OF ENGINEERING
ETTMANOOOR

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+91 85 890 190 33
+91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

Dated 1st July 2023

To

Ms. Sreelekshmi Madhu
Vattakkannikudiyl (H)
Mudavoor P.O
Muvattupuzha

Dear Ms.Sreelekshmi Madhu

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. ALLOWANCE/INCENTIVES

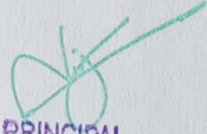
You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

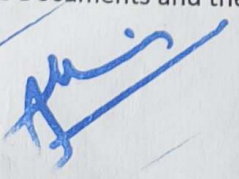
4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

5.SPECIFIC CONDITIONS

- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
- Salary shall be released as per standard policy of company i.e, on a monthly basis by the 7th day of next month subject to the provisions of holiday.
- Employees shall be eligible for one Earned Leave (EL) per 25 working days in addition to the Sundays & approved holidays as per company policies. In case of working on Sundays or Company approved holidays the compensatory leave shall be available to the Employees.
- The notice period for leaving the company shall be 90 days and any deviations in this shall be the sole discretion of the company. The information, documents and the materials shared and available to you shall be handled with utmost confidentiality. Any breach in the same shall attract disciplinary actions and/or legal proceedings.
- The Documents and the information submitted to the company shall be subject to verification.


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ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR


Dr. Abraham C. G.
Professor & Head
Electronics and Communication Engineering
Angalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+ 91 85 890 190 33
+ 91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
- Your services are liable to be transferred from one establishment, department, or division of the company to the other anywhere in India, at the discretion of the Management.
- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date: 07-May-2023

Dear Sreelekshmi (B.Tech - 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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
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- Medical Fitness Certificate- saying you are fit enough to work in 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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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DR. ABRAHAM C G
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Kottayam, India - 686 631

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www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

Dated 1st June 2023

To

Ms. Sruthi Prasad
Karukuzhi Madom(H)
Onamthuruth P.O
Ettumanoor, Kottayam

Dear Ms.Sruthi Prasad

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. **SALARY**

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. **DATE OF JOINING**

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. **ALLOWANCE/INCENTIVES**

You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

4. **DUTIES AND RESPONSIBILITIES**

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

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- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
- Salary shall be released as per standard policy of company i.e, on a monthly basis by the 7th day of next month subject to the provisions of holiday.
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PRINCIPAL

MANGALAM COLLEGE OF ENGINEERING

ETTUMANOOR

Dr. Abraham CG
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

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- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
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- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,

For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 07-May-2023

Dear Aneesa Rajeev (B.Tech - 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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor**

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**Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631**

**DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTMANOOR**



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 07-May-2023

Dear Anjana Santhosh (B.Tech - 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.

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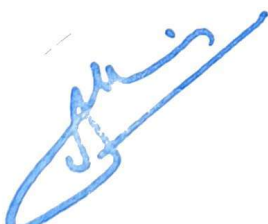
Yours sincerely,

**Talent Acquisition
Sutherland**

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Ettumanoor



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Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM, INDIA - 686 631



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 07-May-2023

Dear Anjana P Madhu (B.Tech - 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.

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Yours sincerely,

**Talent Acquisition
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**Dr. Abraham C G
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Mangalam College of Engineering
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**DR. ABRAHAM C. G. ELECTRONICS & COMMUNICATION
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM**

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Dated 1st June 2023

To

Ms.Megha M Nair
Puthiyadathu (H)
Valanjavattom P.O
Thiruvalla

Dear Ms.Megha M Nair

We are happy to welcome you to post of **Trainee Engineer** with **Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. **SALARY**

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. **DATE OF JOINING**

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

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You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
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- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

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- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
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DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGS.
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Dated 1st June 2023

To

Mr. Graceson Joji John
Karimpanackal house
Vaipur P.O
Mallappally

Dear Mr. Graceson Joji John

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. ALLOWANCE/INCENTIVES

You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

5. SPECIFIC CONDITIONS

- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
- Salary shall be released as per standard policy of company i.e, on a monthly basis by the 7th day of next month subject to the provisions of holiday.
- Employees shall be eligible for one Earned Leave (EL) per 25 working days in addition to the Sundays & approved holidays as per company policies. In case of working on Sundays or Company approved holidays the compensatory leave shall be available to the Employees.
- The notice period for leaving the company shall be 90 days and any deviations in this shall be the sole discretion of the company. The information, documents and the materials shared and available to you shall be handled with utmost confidentiality. Any breach in the same shall attract disciplinary actions and/or legal proceedings.
- The Documents and the information submitted to the company shall be subject to verification.

Dr. Abraham C. E.
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 831

Greensolar Energy Holdings

2/1283, Jyothish Lane, Edapally, Cochin - 682024



+91 85 890 190 33
+91 85 890 190 44

sales@greenroofsolar.in
www.greenroofsolar.in

Customer Care: +91 85 890 190 35
support@greenroofsolar.in

- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
- Your services are liable to be transferred from one establishment, department, or division of the company to the other anywhere in India, at the discretion of the Management.
- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

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Dated 1st June 2023

To

Mr. Harikrishnan V
Thottattuvelyil (H)
Kalavoor P.O
Alappuzha

Dear Mr. Harikrishnan V

We are happy to welcome you to post of **Trainee Engineer** with **Greensolar Energy Holdings**. The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

3. ALLOWANCE/INCENTIVES

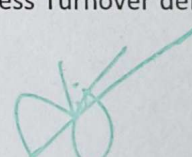
You shall be paid an additional Travel Allowance and Incentive as per Company Policies time to time.

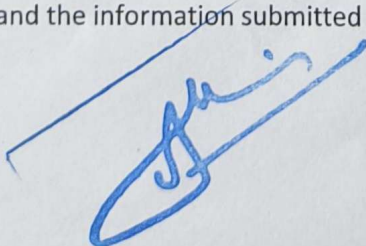
4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position in the Company which stands at the discretion of the Company. The immediate Key Responsible Areas (KRA) though not limited are Techno-Commercial and Statutory Documentations in order to achieve the Business Turnover defined time to time in all products of the Company.

5. SPECIFIC CONDITIONS

- Employees are entitled to get the conveyance to commute to the site wherever it may be subject to the approval of reporting authorities.
- Salary shall be released as per standard policy of company i.e, on a monthly basis by the 7th day of next month subject to the provisions of holiday.
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- The notice period for leaving the company shall be 90 days and any deviations in this shall be the sole discretion of the company. The information, documents and the materials shared and available to you shall be handled with utmost confidentiality. Any breach in the same shall attract disciplinary actions and/or legal proceedings.
- The Documents and the information submitted to the company shall be subject to verification.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM


Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM 686 631

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- f. Minimum Service period with the Company shall not be less than 6 months after completing the training Period as the on-job training is provided without any fees or other monetary considerations. In such Instances of breach of this condition, the employee is liable to pay the Training Fee to the Company.

6. GENERAL CONDITIONS

- During the course of your training/employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as lawful employees of the Company.
- On service with the Company, performance appraisal will be done time to time and Company shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.
- Your services are liable to be transferred from one establishment, department, or division of the company to the other anywhere in India, at the discretion of the Management.
- You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- You shall communicate to the Management any change in your residential address, local and permanent.
- You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
- Mishandling of Company Properties, any sort of Malpractice and Unprofessional behaviour shall not be accommodated and are liable to attract legal repercussions as per company policies with the intention of ensuring proper ethical practices in the organizational environment.

Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

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ETTUMANOOR 686 631

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Dated 1st June 2023

To

Mr. Sujith P.V
Pettathanathu (H)
Amalagiri P.O
Kottayam

Dear Mr. Sujith P. V

We are happy to welcome you to post of **Trainee Engineer** with **Greensolar Energy Holdings**. The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

Your Monthly Stipend shall be Rs 12000/- CTC during the Training Period which shall be revised subject to your performance appraisal after the Training Period.

2. DATE OF JOINING

You shall be joining the Company Immediately. Exact date of Joining will be recorded after the joining.

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- The Documents and the information submitted to the company shall be subject to verification.

Dr. Abraham G.G.
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 601

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTIMBANDUR 686 631

ANGALAM COLLEGE OF ENGINEERING

Greensolar Energy Holdings

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Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

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Dated 1st July 2023

To
Mr. Darshan K J
Puthanpurakkal House
Pathirapally P.O
Alappuzha

Dear Mr. Darshan K J

We are happy to welcome you to post of **Trainee Engineer with Greensolar Energy Holdings** The details of the appointment along with terms and condition are given hereunder for your reference and acceptance.

This appointment is subject to the following terms and conditions:

1. SALARY

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Electronics and Communication Engineering
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MANGALAM COLLEGE OF ENGINEERING
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Thanking you,
For Greensolar Energy Holdings

Authorized Signatory

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Ref: SIL/HR/LTR/2023-2024/27
Dated: 27-06-2023

To,
Ajimi R Shah,
Ranimanzil (H),
Mudiyoorkonam (PO),
Pandalam,
Kerala.

OFFER LETTER

Dear Ajimi R Shah,

This has reference to the interview you had with us for the position of **Junior Executive Trainee [Technical]- Customer Support Department** in our organization.

We are pleased to offer you an appointment in our organization as **Junior Executive Trainee [Technical] – Customer Support Department** and your posting will be at **Kottayam** region. You are requested to report to our Head office in Trivandrum, Kerala on or before the **01st of August, 2023** for training. You will be placed, based on following conditions:

1. You will be appointed on contract basis for a period of one year.
2. During the period your remuneration per month is as follows:

| S.NO | PARTICULARS | AMOUNT |
|------|-------------------------------|--------------|
| 1 | BASIC + DA + OTHER ALLOWANCES | Rs.10,805.00 |
| 2 | ESI (EMPLOYER) | Rs.352.00 |
| 3 | EPF(EMPLOYER) | Rs.843.00 |
| 4 | COST TO COMPANY | Rs.12,000.00 |
| 5 | Less: ESI (EMPLOYER/EMPLOYEE) | Rs.434.00 |
| 6 | Less:EPF (EMPLOYER/EMPLOYEE) | Rs.1,686.00 |
| 7 | NET/TAKE HOME SALARY | Rs.9,880.00 |

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Ettumanoor

3. You will be bound by the rules and regulations of the Company.
4. You will have to submit the attested copies of Certificates showing your age/ date of birth, academic and professional qualifications and 4 recent passport size photographs along with copy of Aadhar ID card (**Please produce the Original ID card for verification**), if not submitted at the time of selection.

Dr. Abraham C
Professor & Head
Angalam College of Engineering
Ettumanoor



5. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment
6. You are required to confirm the acceptance of this offer letter within 24 hours from the recipient this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

WISH YOU ALL THE BEST!

For **SOFTLAND INDIA LTD.**

G.MURALY
MANAGING DIRECTOR

ACCEPTED THE ABOVE CONDITIONS


Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Ref:SIL/HR/LTR/2023-2024/28
Dated: 27-06-2023

To,
Vyshnavi A S,
Puthen varriem (H),
Thiruvanchoor (PO),
Kottayam,
Kerala - 686019.

OFFER LETTER

Dear Vyshnavi A S,

This has reference to the interview you had with us for the position of **Junior Executive Trainee [Technical]- Customer Support Department** in our organization.

We are pleased to offer you an appointment in our organization as **Junior Executive Trainee [Technical] – Customer Support Department** and your posting will be at **Kottayam** region. You are requested to report to our Head office in Trivandrum, Kerala on or before the **01st of August, 2023** for training. You will be placed, based on following conditions:

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Dr. Abraham C G
Professor & Head
Communication Engineering

REG. OFFICE: Plot No14A, KINFRA SMALL INDUSTRIES PARK, Menamkulam Engineering College P.O., Thumba, TRIVANDRUM - 695586 Phone: 91-471-2704090, 2705880, 6454258, 6454257 Fax: 91-471-2706350 Email: softland@vsnl.com Website: www.softlandindia.co.in



5. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment
6. You are required to confirm the acceptance of this offer letter within 24 hours from the recipient this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

WISH YOU ALL THE BEST!

For SOFTLAND INDIA LTD.

G.MURALY
MANAGING DIRECTOR

ACCEPTED THE ABOVE CONDITIONS

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

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ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

OFFER LETTER

J O B T I T L E : T I N K E R I N G

3rd June 2023

Dear Rojan Mathew,

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month . Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar

Job Location :Kottayam/Pune

Mode :Work from client location

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary

account

only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

Dr. A. B. S. Hari Sagar
Principal
Mangalam College of Engineering
Kottayam, India 686031
Electronics and Communication Engineering

- Annual Leave: You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitled for 1 Paid leave only.
- In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of: 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name from the rolls of the Company. 3. You shall not be entitled for any Relieving or Experience letter.
- Resignation: All employees will need to give one month notice period for resigning from the services of the company. Waiver or adjustment of notice period will be at the sole discretion of the Management.
- Service Agreement: This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of one year. In the event if the employee leaves the employment without serving mandatory minimum period of one year, he/she will not be eligible for any compensation pay/incentives.
- Secrecy: You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whatsoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.


We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

NO D907, Sipani Bliss 2,
Chandapura, Bangalore 562107
hello@hownwhy.in


Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

OFFER LETTER

J O B T I T L E : T I N K E R I N G

3rd June 2023

Dear Melvin Devasia,

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month . Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar

Job Location :Kottayam/Pune

Mode :Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Aravind CG
Principal & Head
Electronics & Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 031

- Annual Leave: You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitle for 1 Paid leave only.
- In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of: 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name form the rolls of the Company.3. You shall not be entitled for any Relieving or Experience letter.
- Resignation: All employees will need to give one month notice period for resigning from the services of the company. Waiver or adjustment of notice period will be at the sole discretion of the Management.
- Service Agreement: This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of one year. In the event if the employee leaves the employment without serving mandatory minimum period of one year, he/she will not be eligible for any compensation pay/incentives.
- Secrecy: You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whosoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.

We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

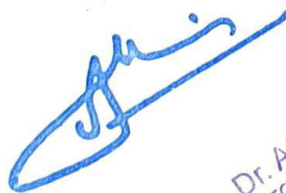
Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)

N0 D907, Sipani Bliss 2,
Chandapura, Bangalore 562107
hello@hownwhy.in



Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor


Principal
Mangalam College of Engineering
Ettumanoor 686 631

MWT GLOBAL ACADEMY PVT. LTD.

A subsidiary of MWT Global Australia Pty. Ltd.

37/1989 A, Bhattathiripad Road, Off. Kaloor -
Kadavanthara Road, Kaloor, Kochi - 682 017, Kerala, India

Ph: +91 48442 16666 | +91 81291 00876

www.mwtglobal.com.au | contact@mwtglobal.com.au

CIN: U80300KL2012PTC030506

MWTG/HR/MA/OL/06/23/382

29-06-2023

Ms. Sajna Sajith
Mamoottil (II) RPC.P.O
Mundakayam Kottayam 686513

EMPLOYMENT OFFER LETTER

Dear Sajna Sajith,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment in MWT Global Academy Pvt Ltd. Ltd. as "Student Recruitment & Admission Officer" subject to the following conditions:

1. You will be entitled to a consolidated monthly CTC of 24751/pm (Rupees Twenty Four Thousand Seven Hundred and Fifty Only).

| Components | Per month | Per Annum |
|--------------------------|--------------|---------------|
| Basic | 11125 | 133500 |
| DA | 2225 | 26700 |
| HRA | 2670 | 32040 |
| Conveyance | 2225 | 26700 |
| CEHA | 1668.75 | 20025 |
| Other Allowance | 2336.25 | 28035 |
| Gross Salary | 22250 | 267000 |
| PF Employer Contribution | 1800 | 21600 |
| ESI | 651 | 7809.75 |
| Labour Welfare Fund | 50 | 600 |
| CTC | 24751 | 297010 |

2. You have to report for duty on 06th July 2023 at 9.30 am at our Kadavanthara Office (Ozone Greens, IInd floor, Jawahar Nagar Avenue Road, Kadavanthara, Cochin-682020).
3. Your place of posting will initially be at our Kadavanthara, which may be transferable to our other locations as per the management discretion and business requirement.
4. You will be under probation for Six months which may be extended if needed.
5. Detailed terms and conditions in relation to your employment will be mentioned in the appointment letter.
6. Accept this offer within 5 days from the date of issue failing which the offer will be automatically expired.

We are happy to welcome you to the MWT family and we hope and trust that you will perform as per our expectations so that both you and the company can grow together.

For MWT Global Academy Pvt Ltd

Mohandas G
Operations Director

KOCHI | KOTTAYAM

Academy | Technologies | Consultancy | Placements

ISO 9001:2015 Certified

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

Principal, Mangalam College of Engineering
Ettumanoor, Kottayam, India

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear Rojan Mathew,

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer : Mr. Hari Sagar
Job Location : Kottayam/Pune
Mode : Work from client location

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

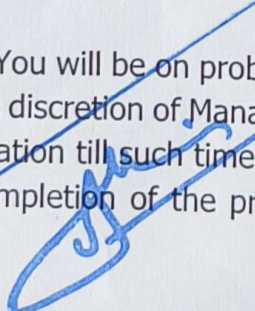
TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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L. Abhishek C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631

- Annual Leave: You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitle for 1 Paid leave only.
- In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of: 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name form the rolls of the Company.3. You shall not be entitled for any Relieving or Experience letter.
- Resignation: All employees will need to give one month notice period for resigning from the services of the company. Waiver or adjustment of notice period will be at the sole discretion of the Management.
- Service Agreement: This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of one year. In the event if the employee leaves the employment without serving mandatory minimum period of one year, he/she will not be eligible for any compensation pay/incentives.
- Secrecy: You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whosoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.

We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Angalam College of Engineering
Kottayam, India - 686 631

N0 D907, Sipani Bliss 2,
Chandapura, Bangalore 562107
hello@hownwhy.in

Schedule A

Assignment Details of Sandeep K S

Name Sandeep K S
Client Name Sutherland Global Services Pvt Ltd
Place of Deputed KOCHI
Designation Associate
Start date of Assignment 06-06-2023
End date of Assignment 05-01-2024

Annexure 1: Salary Break - Up Details

| Component | Monthly | Yearly |
|----------------------------------|------------------|-------------------|
| Basic | 17,794.00 | 213,528.00 |
| Statutory Bonus | 1,482.00 | 17,784.00 |
| Gross Salary | 19,276.00 | 231,312.00 |
| Employer's Contribution to ESI | 627.00 | 7,524.00 |
| Employer's Contribution to EPF | 1,800.00 | 21,600.00 |
| Insurance | 112.00 | 1,344.00 |
| CTC (Cost to the company) | 21,815.00 | 261,780.00 |
| Employee's Contribution to EPF | 1,800.00 | 21,600.00 |
| Employee's Contribution to ESI | 145.00 | 1,740.00 |
| Total Deduction | 1,945.00 | 23,340.00 |
| Net-Take Home | 17,331.00 | 207,972.00 |

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By

S. Balakrishnan

1.39.75.30
2439535

Authorized Signatory
Balakrishnan S
Head - HRSSC

Sandeep K S

[Signature]

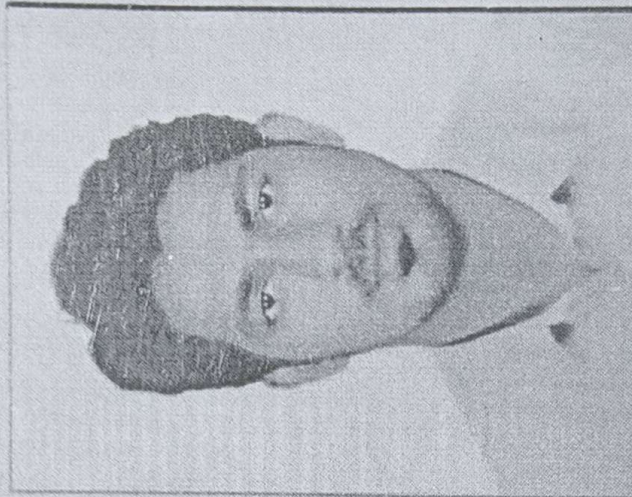
Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
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[Signature]
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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



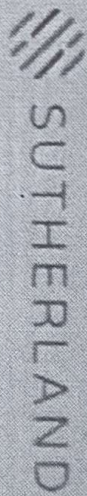
Sandeep K S



Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

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ETTUMANOOR 686 631

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Employee ID : 610412

Issuing Date : 09/10/2023

Gateway office parks,
Blocks-B2, #16, GST Road,
Chennai-600063, Tamil nadu , India

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Monday, December 04, 2023
10:58 AM

Date:06-06-2023

Welcome Note

Dear Mr. Sandeep K S

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to Click Here
2. Call us Toll free 1800 420 9944
3. Helpdesk Link: <https://employeehelpdesk.randstad.in>

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.

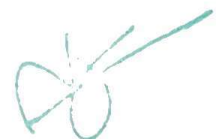


Authorized Signatory
Balakrishnan S
Head - HRSSC



Dr. Abraham C G
Professor & Head
Electronics and Communication Engineering
Mangalam College of Engineering
Kottayam, India - 686 631

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR 686 631



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Date: 06-06-2023

To,
Mr. Sandeep K S,
Empcode -1648428

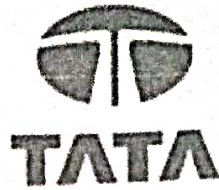
FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of 3 months from 06-10-2023 to 05-01-2024. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstad's processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Offer: Computer Consultancy
Ref: TCSL/DT20222887325/Trivandrum
Date: 03/10/2022

Mr. Jelin K Jayan
Kuttickal, House Thazhathangady P.O Kottayam,
Thazhathangady,
Kottayam-686005,
Kerala.
Tel# -

Dear Jelin K Jayan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements 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/DT20222887325

ANGALAM COLLEGE OF ENGINEERING
Vettumanoor

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Building 6th Floor, Infopark, Kusunjeri P.O., Kochi-682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narval Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

DEPT. OF ELECTRICAL & ELECTRONICS ENGG.
ANGALAM COLLEGE OF ENGINEERING
ETIMBEE - 686 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Jubin Biju

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer.

Your joining date is on 25th June 2023

Reporting officer : Mr. Hari Sagar

Job Location : Kottayam/Pune

Mode : Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

ANGALAM COLLEGE OF ENGINEERING
PRINCIPAL
KOTTAYAM

DEPT. OF ELECTRONICS
MAHARAJA JYOTIRAJ WARRIOR
KOTTAYAM

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Rizwan Abdul Rahim

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar

Job Location :Mysore/Pune

Mode :Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
AND TECHNOLOGY
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OFFER LETTER

JOB TITLE : TINKERING MENTOR

11th May 2023

Dear, Joyal James

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your Talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.16 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 15% after 3rd month . Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 1st July 2023

Reporting officer :Mr. Hari Sagar

Job Location : (confirmation after training)

Mode : Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

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Powering the Nation

Hykon India Ltd.

Hykon House, Ikkandawarrier Road, Thrissur-1

Ph : 0487-2444163, 2444183

ho@hykonindia.com www.hykonindia.com

CIN U52599KL1998PLC012330

HIAD/067/2023-24

28th June 2023

To,
Mr. Robin Babu
Kunnumpurathu House
Velloor
Kottayam

Dear Mr. Robin Babu

Sub: Offer Letter

Congratulations!!! Welcome to Hykon

Further to the interview we had with you, we are pleased to offer you an appointment in our organization as Technician- Service L2/Grade- B.

Your appointment in the Organisation will be on the following terms & conditions:-

1. You will be reporting to In-Charge- Ernakulum.
2. Your place of posting will be at Ernakulum.
3. Your service will be under Probation period for 12 months from the date of joining and employment will be confirmed considering your performance.
4. Your monthly remuneration for first 3 months will be R s. 10,000/- plus LTA/- and statutory deductions (as per company policy) & after it would be calculated as R s. 8000/- plus incentive based on per call work.

Please sign all the pages of this letter as well as all the annexure and mention your full name against all your signatures as a token of your acceptance. We expect you to join us on 03rd July 2023. The formal appointment letter will be issued to you on the date of your joining. Looking forward to long-term mutually beneficial professional association.

For Hykon India Ltd

Dinoop K G

General Manager - HR & Admin

ANGALAM COLLEGE OF ENGINEERING

Ettimanoor

I hereby accept all the above

Signature

Robin Babu

DEPT OF ELECTRONICS & COMMUNICATIONS ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANUR - 686 031

Corporate Office: Hykon India Ltd., Hykon House, Ikkandawarrier Road, Thrissur-1, Ph: 0487-2444163, 2444183

UPS | Inverter | Solar Water Heater | Tubular Battery | Solar Power Plant | 3 in 1 Solar Street Light | Servo Stabilizer | Lithium Ion Battery | SS Water Tank
Br. Trivandrum | Kottayam | Ernakulum | Thrissur | Calicut | Kollam | Coimbatore | Chennai | Mysore | Mangalore | Bangalore | Hyderabad | Pune | Mumbai



KADAVIL CASTLE, ROOM NO-33/583(A,SECOND FLOOR,TOLL JN., EDAPPALLY,PO,KOCHI 682024

Sub : Selection for Business Management Training in WiFi Organization - Certificate Verification.

Further to the interview you had with us we are pleased you for engagement as business manager in our organisation. Mr ANANDAKRISHNA KR is advised to appear for the selection process/Certificate Verification scheduled at 09.00am on 26-06-2023(MONDAY) at WiFi, KOCHI along with the following documents in original.

- i) Voter Id / Driving Licence./ adhar card
- ii) Passport size photo
- iii) Final Semester/Pre Final Semester mark sheet.
- iv) Birth certificate
- v) Transfer Certificate
- vi) A set of Photostat copies of the above certificates

1 Training Duration : 10 DAYS

2 Your performance will be reviewed periodically during the training period. In the meanwhile of your training program, if your performance meet the requirements, you will be promoted as a **MANAGEMENT TRAINEE** in **WIFI ORGANIZATION** otherwise your training program would be extended by the time you want achieve your requirements.

3 During training period accommodation will be provided by company itself.

We welcoming you to the WiFi Office with 1/2 and luck and a very bright career with us.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Erumoor

DEPT OF ELECTRONICS ENGINEERING
MAY 2023
ETI

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Tom Thomas

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar
Job Location :Mysore/Pune
Mode :Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

DEPT. OF ELECTRICAL & ELECTRONICS ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 001

- **Annual Leave:** You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitle for 1 Paid leave only.
- **In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of:** 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name form the rolls of the Company.3. You shall not be entitled for any Relieving or Experience letter.
- **Resignation:** All employees will need to give one month notice period for resigning from the services of the company. Waiver or adjustment of notice period will be at the sole discretion of the Management.
- **Service Agreement:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of one year. In the event if the employee leaves the employment without serving mandatory minimum period of one year, he/she will not be eligible for any compensation pay/incentives.
- **Secrecy:** You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whosoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.

We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimamangudi

NO D907, Sipani Bliss 2,
Chandapura, Bangalore 562107
hello@hownwhy.in



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 24-March-2023

Dear Tiron N.R B.Tech.(Electrical and Electronics Engineering),

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


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR


DEPT. OF ELECTRICAL & ELECTRONICS ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 631



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date: 24-March-2023

Dear Sooraj Mohan B.Tech.(Electrical and Electronics Engineering),

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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Talent Acquisition
Sutherland

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

DEPT OF ELECTRICAL & ELECTRONICS ENGG
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 631



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 24-March-2023

Dear Sharath Krishnan B.Tech.(Electrical and Electronics Engineering),

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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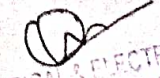
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- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR


DEPT OF ELECTRICAL & ELECTRONICS ENGG
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 831



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 24-March-2023

Dear Salim C Shajahan B.Tech.(Electrical and Electronics Engineering),

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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Talent Acquisition
Sutherland

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANGUR


DEPT OF ELECTRICAL & ELECTRONICS ENGG
MANGALAM COLLEGE OF ENGINEERING
ETTUMANGUR - 606 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Peninna jose

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar
Job Location :Mysore/Pune
Mode :Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

Probation of Employment: You will be on probation for a period of two months. However, it can be extended at the sole discretion of Management and based on your performance. You will continue to be on probation till such time you will be informed of your confirmation in writing. On satisfactory completion of the probation period you will be confirmed in the Organization.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

DEPT OF ELECTRICAL & ELECTRONICS ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 631

- Annual Leave: You will be entitled for total 12 days of paid leaves (1 leave/Month). Leaves will be credited to your account on prorata basis. During probation, you are entitle for 1 Paid leave only.
- In case you are absent for 5 calendar days or more without prior authorisation, you shall be deemed to have left and relinquished the service on your own. In such circumstances, the Management will have the discretion of: 1. Adjusting your salary against the notice period of such abandonment. 2. Presume that you have voluntarily abandoned the services of the Company and strike off your name form the rolls of the Company.3. You shall not be entitled for any Relieving or Experience letter.
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- Secrecy: You shall not during the continuance of your employment hereunder or at any time thereafter divulge or disclose to any person whosoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Organization or its methods or as to any trade secrets or secret processes of the Organization and you shall during the continuance of your employment here under also use your best endeavours to prevent any other person from doing so.

We welcome you to the organisation and look forward to a long and successful tenure with us.
Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms.
Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Etumanoor



OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Justin joyal johny

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

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Reporting officer :Mr. Hari Sagar
Job Location :Mysore/Pune
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DEPT. OF ELECTRONICS ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOKUR - 686 631

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We welcome you to the organisation and look forward to a long and successful tenure with us. Kindly sign the duplicate copy of this letter as a token of your having accepted the above terms. Assuring you of our attention at all times

Yours sincerely,

HR Department,

Hownwhy Education Solution Pvt Ltd

(digitally signed)

PRINCIPAL
ANGALAI COLLEGE OF ENGINEERING
Ettimamoor





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date: 24-March-2023

Dear Devika pramod B.Tech.(Electrical and Electronics Engineering),

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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- 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

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING

DEPT. OF ELECTRICAL & ELECTRONICS ENGG.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Aswathy krishna

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

This is the perfect platform for you to realise your talent and with perseverance and passion also maximise the potential opportunity with us.

Your annual cost to the company (CTC) will be 2.40 L. However, the three months will be considered as the probation period. Based on your performance there can be a revision in the salary up-to 20% after 6th month. Your working hours will be from 9 am to 6 pm, Monday to Saturday. Further terms and conditions will be enclosed once you accept your job offer

Your joining date is on 25th June 2023

Reporting officer :Mr. Hari Sagar

Job Location :Mysore/Pune

Mode :Work from client location

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

TERMS & CONDITIONS

Salary: Salary will be disbursed on or before 7th of every month to your respective salary account only.

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PRINCIPAL
ANGAM COLLEGE OF ENGINEERING
Ettumanoor

DEPT. OF ELECTRICAL & ELECTRONICS ENGG
MANGALAM COLLEGE OF ENGINEERING
MANGALAM - 686 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Arjun Babu

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

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PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering
Date: 24-March-2023

Dear Anandhu Saji B.Tech.(Electrical and Electronics Engineering),

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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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

DEPT. OF ELECTRICAL & ELECTRONICS ENGG
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 686 631

OFFER LETTER

JOB TITLE : TINKERING CONSULTANT

3rd June 2023

Dear, Akhil sudhakaran

We take great pleasure in confirming our intention to offer you the role of **Tinkering Mentor**. We believe you have the right temperament, desire, and expertise to add great value to HowNWhy Education Solutions Pvt Ltd.

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

DEPT. OF ELECTRICAL & ELECTRONICS ENGINEERING
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR - 586 631

Ref: VSE/HR - APT/SEP/2023/2999

Date: 01-09-2023.

To,
Mr. Rahul K R
Kaithamattam, Vattakunnu P O- Pampady, Kottayam, Kerala- 686516

Sub: LETTER OF APPOINTMENT

Dear Mr. Rahul K R (Emp Id: 10012999),

We are pleased to confirm our offer to appoint you as "Tech Assistant – Tech Assistant "on probation for Six Months with Vishwa Samudra Engineering Private Limited.

This probation period shall commence on **01-09-2023**. Your appointment is subject to the terms and conditions as appended in the subsequent paragraphs.

1. **GRADE: Trainee**
2. **REMUNERATION:**
Your remuneration will be Rs. 1,80,000/- Stipend (Rs One Lakh Eighty Thousand Rupees Only) Per annum.
Rs. 15,000 /- Stipend (Rs Fifteen Thousand Rupees Only) Per month.
3. **INCREMENT:**
Increments are entirely merit based, depending on your performance and abilities and shall always be dependent on the sole discretion and judgment of the company.
4. **OTHER BENEFITS:**
You will be eligible to various benefits such as leave, provident fund, gratuity etc. as per the rules of the company as amended & applicable from time to time.
5. **ACCOMMODATION:**
You will be responsible for your own accommodation unless otherwise agreed by company in writing (As Per offer Letter).
6. **LEAVE:**
Every employee will be administered by a leave policy as a welfare measure. The leave policy is envisaged for the benefit of each employee of Vishwa Samudra Engineering to maintain work-family lives balance. Every employee is advised to utilize the leave benefits judiciously and suitably, thus fostering organizational progress.



www.vishwasamudra.in

VISHWA SAMUDRA ENGINEERING PRIVATE LIMITED

Registered Office : Door No. 54-15-18/5, RS No. 448/1, Near Pride Hotel, Ring Road, Gunadala, Vijayawada, Krishna Dist. AP 520 008
Corporate Office : 8th & 9th Floor, Vamsiram Jyothi Valencia, Road No. 2, Banjara Hills, Hyderabad - 500 034 | Ph: +91 40 6799 6799
CIN: U74110AP2016PTC103954



Archana

22/11/2023 at 2:02 pm



Date : 05-Oct-23

Name : ARCHANA SUDARSAN

Address : THARAYIL HOUSE, ARUMANOOR P O, AYARKUNNAM, KOTTAYAM-686564

Employee Code : AS627179

Dear ARCHANA SUDARSAN,

APPOINTMENT LETTER

We are pleased to appoint you in our organization as JUNIOR RELATIONSHIP OFFICER (Grade – E1) in the RETAIL LENDING CONSUMER LOAN PERSONAL LOAN BRANCH SALES department subject to the following terms and conditions:

1. You are required to join our organization on or before 07-Oct-23 and your place of work shall presently be at COCHIN (KOCHI)

You will be on orientation period till Probationary.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite timeline schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed, and reviewed on case-to-case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Ques.

Also, you are supposed to clear all stipulated/mandatory training program assigned to you within stipulated time period failing which your engagement under this Appointment letter will come to an end with immediate effect without any liability except legitimate dues.

WARANGAL-AUDIT

Ref: 025-CDR/06430/23

Date: 03/07/2023

Mr. SREEJITH H(MF68526)

REMALAYAM, KURUPPANKULANGARA P O

CHERTHALA

ALAPPUZHA

688539

Sub: LETTER OF APPOINTMENT

With reference to your application dated **06/5/2023**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JR.AUDIT EXECUTIVE(GOLD)** with effect from **07/07/2023** on the following terms and conditions:

1. You will be appointed on contract for a period of twelve months from date of joining. If your performance conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of contract without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of **Rs. 17,500.00 (Rupees Seventeen Thousand Five Hundred Only)** per month during your period of contract including all allowances. In addition to the above, you are entitled for Vehicle Maintenance allowance, Telephone Allowance subject to norms stipulated for the same by the organization.
3. If you desire to withdraw your placement, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so. During the contract period, in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
4. At any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the Company. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited and your services are liable to be terminated by giving you one month notice or salary in lieu of notice.
5. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not.
6. If you are absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.

To,

Mr.Jithin Baiju
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Jithin Baiju,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

- 1.Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
 - 2.Your pay during the probation period will be ₹25,000 per month
You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
 - 3.You are not entitled to any leaves with pay during the probation period.
 - 4.Either party can nullify this contract by giving a notice of 30 days.
 - 5.After the probation period, you will be given a proper letter of appointment with the terms and conditions for permanent employment.
 - 6.Job discription includes field visit,
Interaction With Masons,Contractors, Architects, Engineers,Builders, Customers in assigned geographic areas by concerned department head.
 - 7.You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form

Regards,

Metrolla Steels Ltd.



To,

Mr.Kiran S John
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Kiran S John,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

- 1.Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
 - 2.Your pay during the probation period will be ₹25,000 per month
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 - 7.You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form

Regards,

Metrolla Steels Ltd.



To,

Mr.Mohith Manoharan
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Mohith Manoharan,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

1. Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
 2. Your pay during the probation period will be ₹25,000 per month
You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
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 6. Job description includes field visit,
Interaction With Masons, Contractors, Architects, Engineers, Builders, Customers in assigned geographic areas by concerned department head.
 7. You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form



Regards,

Metrolla Steels Ltd.

To,

Mr.Sam C Varghese
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Sam C Varghese,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

- 1.Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
 - 2.Your pay during the probation period will be ₹25,000 per month
You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
 - 3.You are not entitled to any leaves with pay during the probation period.
 - 4.Either party can nullify this contract by giving a notice of 30 days.
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 - 7.You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form

Regards,

Metrolla Steels Ltd.



To,

Ms.Sreelekshmi A
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Sreelekshmi A,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

1. Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
 2. Your pay during the probation period will be ₹25,000 per month
You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
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Interaction With Masons, Contractors, Architects, Engineers, Builders, Customers in assigned geographic areas by concerned department head.
 7. You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form

Regards,



Metrolla Steels Ltd.

SHARJAH CEMENT FACTORY

A Division of
Sharjah Cement & Industrial Development Co.

MV/smk

August 2, 2023

Miss. VRINDA VINOD KUMAR

PH: +919995078769



مصنع أسمنت الشارقة
أحد أقسام
شركة الشارقة للأسمت والتنمية الصناعية

Dear Miss. Vrinda,

We are pleased to appoint you as "Trainee - HR/Admin. Assistant" in our company on the following terms and conditions:

- 1) You will be paid a monthly **Basic Salary of AED.1,200 /-** (AED One Thousand Two Hundred Only) and will be on Probation period for Six (6) months from the date of joining.
- 2) You will be provided with bachelor status air-conditioned sharing accommodation inside the camp and free food (lunch and dinner).
- 3) Your contract will be for a minimum period of two years duration, renewable thereafter with the consent of both the parties. Likewise, the contract can be terminated by giving three month's notice by either party.
- 4) You shall be entitled for 30 days annual leave and will be given air ticket up to **Mumbai** once in Two (2) Years only.
- 5) The employer will provide the employee medical treatment in the company's clinic for minor illness, which will exclude dental and ophthalmic attention.
- 6) You are not permitted to undertake any other employment in the United Arab Emirates during the period of your contract with Sharjah Cement Factory.
- 7) All other matters, on which no expressed provisions appear herein, will be subject to the provision of the U.A.E. Labor Law. This is only a formal appointment letter; however, the original Contract will be signed when you join duty.
- 8) This appointment letter is valid subject to your cancellation of employment visa from your present employer/sponsor and lifting ban, if any.

This offer of employment is valid for fifteen days from the date of issue and if this offer is acceptable to you, kindly sign and return the duplicate copy of this offer letter as a token of your acceptance.

For Sharjah Cement Factory

M. VRINDESH

HR/Administration Manager

VRINDA VINOD KUMAR
(Accepted)

Grow Sustainably with Continuous Quality in Products, Processes and People

P.O. Box : 5419, Sharjah - U.A.E.

Tel.: 00971-6-5311583 / 5311584 / 5311783

Fax: 00971-6-5311181

E-mail : shjcemnt@emirates.net.ae

Web Site : www.sharjahcement.com



تنمو بشكل مستدام مع الجودة المستمرة في المنتجات والعمليات والأفراد

ص.ب : ٥٤١٩، الشارقة - دولة الامارات العربية المتحدة

تليفون: ٠٠٩٧١-٦-٥٣١١٧٨٣/٥٣١١٥٨٤/٥٣١١٥٨٣

فاكس : ٠٠٩٧١-٦-٥٣١١١٨١

البريد الالكتروني : shjcemnt@emirates.net.ae

موقع الانترنت : www.sharjahcement.com

To,

Ms.Vrinda Vinodkumar
MBA Sem 4
Mangalam Management Studies,
Ettumanoor,
Kottayam

Subject: Letter of Appointment for Marketing Executive

Dear Vrinda Vinodkumar,

With effect from 06/March/2023 we are happy to offer you the position of Marketing Executive on the following terms and conditions:

1. Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
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 7. You will be deputed to any place by the discretion of your reporting manager/Management.
- Best regards,

N.B: Kindly submit the below-mentioned documents with the signed copy of this letter:

Your I.D. Card copies
References with I.D. Card copies
Biodata Form



Regards,

Metrolla Steels Ltd.

AB MED SURGICALS

Anugraha Building Kanjikuzhy Kottayam 686010
0481-2570591

Letter of Appointment

Date: 28/02/2023

Name: JEENA SUSAN UTHUP

Address: Vadakedath H Meenadom po changanachery

Dear Jeena Susan Uthup

Appointed as (Office staff)

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from (01/03/2023) under the following terms and conditions:

Salary: The salary offered to the candidate during the interview

Probationary Period: The probationary period need to be served by the candidate, after joining the job

Working Hours: The working hours to be followed by the employee, Monday to Friday working, (Saturday & Sunday Off), Lunch Break: 1 pm to 2 pm

Leave Policy: Mention number of leaves granted per year. Details of sick leave, earned leave, casual leave, maternal leave, paternal leave, etc. Notice Period Clause: If the employee desire to leave the company, he/she needs to serve the notice period as per stated by the present company in the appointment letter

Office Manager :



[Signature]
28/02/2023

AB MED SURGICALS

Anugraha Building Kanjikuzhy Kottayam 686010
0481-2570591

Letter of Appointment

Date: 28/02/2023

Name: FEBIN ABRAHAM

Address: Kochuparambil (H)
Cheerachira P.O
changanachery

Dear Febin Abraham
Appointed as (Office staff)

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from (01/03/2023) under the following terms and conditions:

Salary: The salary offered to the candidate during the interview

Probationary Period: The probationary period need to be served by the candidate, after joining the job

Working Hours: The working hours to be followed by the employee, Monday to Friday working, (Saturday & Sunday Off), Lunch Break: 1 pm to 2 pm

Leave Policy: Mention number of leaves granted per year. Details of sick leave, earned leave, casual leave, maternal leave, paternal leave, etc. Notice Period Clause: If the employee desire to leave the company, he/she needs to serve the notice period as per stated by the present company in the appointment letter

Office Manager :



28/02/2023



INDIAN CO-OPERATIVE CREDIT SOCIETY LIMITED

MSCS

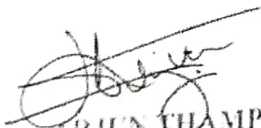
Regd. No. MSCS/CR/77/98

To,
Dean,
Department of Management Studies
Mangalam College of Engineering
Ettumanoor, Kottayam
Pin: 686631

Subject: Permission for Rejoining

Sir,

I request you to grant permission for Mr.Cijo George, Fac. Code 175005668 to rejoin in INDIAN COOPERATIVE CREDIT SOCIETY LIMITED Reg.No.MSCS/CR/77/98, as DEVELOPMENT OFFICER from 28.01/2023 onwards.


ARJUN THAMPI
BRANCH MANAGER
ICCSL, KATTAPPANA





HEAD OFFICE : ICCSL, 1st FLOOR, 111, GANESH TOWERS, INFANTRY ROAD, BANGALORE - 560 001
PH. 8025588255 | WWW.ICCSL.IN, INFO@ICCSL.IN



INDIAN CO-OPERATIVE CREDIT SOCIETY LIMITED

MSCS

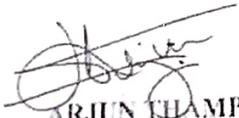
Regd. No. MSCS/CR/77/98

To,
Dean,
Department of Management Studies
Mangalam College of Engineering
Ettumanoor, Kottayam
Pin: 686631

Subject: Permission for Rejoining

Sir,

I request you to grant permission for Mr.Cijo George, Fac. Code 175005668 to rejoin in INDIAN COOPERATIVE CREDIT SOCIETY LIMITED Reg.No.MSCS/CR/77/98, as DEVELOPMENT OFFICER from 28.01/2023 onwards.


ARJUN THAMPI
BRANCH MANAGER
ICCSL, KATTAPPANA



HEAD OFFICE : ICCSL, 1st FLOOR, 111, GANESH TOWERS, INFANTRY ROAD, BANGALORE - 560 001
PH : 8025588255 | WWW.ICCSLIN, INFO@ICCSLIN

KOTTAYAM SOCIAL SERVICE SOCIETY (KSSS)

Reg. No. K.15/1964

Chalthanya, Thellakom P.O.,
Kottayam - 686 630,
Kerala, India



Telephone: 0481 2790948, 9495538063,
Office: 9400331281
E-mail: kottayamssociety@gmail.com,
ksss@ksss.in, info@ksss.in,
Website: www.ksss.in

06/03/2023

JOB OFFER LETTER

To,
Ms. Indhu NP
Indhubhavan,
Vaikom P O,
Kottayam- 686 141

Dear Ms. Indhu NP,

Kottayam Social Service Society is excited to bring you on board as a Domain trainer for Deen Dayal Upadaya Grameen Kaushalya Yojana (DDU-GKY) project.

Kottayam Social Service Society is offering a full time position for you as Domain trainer for DDUGKY project. You will be reporting directly to the Secretary starting on 14th March 2023 at Kottayam Social Service Society, Thellakom. Expected hours of work are 6 days in a week starting from 8:30 AM to 5:45 PM.

In this position, Kottayam Social Service Society is offering to start you at a pay rate of Rs. 14000 per month. You will be paid on a monthly basis, starting from 14th March 2023.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 14th March 2023.

Sincerely,

Fr. Sunil Perumanoor
Secretary, KSSS

Ms. Indhu NP



HO/HR/TA/147913302

Date:23/03/2023

Mr. Jeni K Simon,
Kallukalam, Changnacherry-686101

Dear Mr. Jeni K Simon,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:

HO/HR/TA/147913302

Date:23/03/2023

Mr. Jeni K Simon,
Kallukalam, Changnacherry-686101

Dear Mr. Jeni K Simon,

Sub: Provisional Offer Letter

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

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

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

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Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
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The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

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

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

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

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

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

You are requested to produce the documents at the time of joining:

HO/HR/TA/147885302

Date:23/03/2023

Mr. Jobin Thomas,
Mattathil (H), Umbidi P. O. Thottakadu, Kottayam , Kerala, 686539

Dear Mr. Jobin Thomas,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
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The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents at the time of joining:

HO/HR/TA/147917302

Date:20/03/2023

Ms. Shilpa Mol,
21-B DDA Flats Shivaji Enclave, New delhi 110027, Tagore Garden , Delhi, 110027

Dear Ms. Shilpa Mol,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:

HO/HR/TA/147916302

Date: 28/03/2023

Ms. Aswani Prakash,
Parackanalil, mothiravayal, pazhavangadi, Pathanamthitta, Kerala 689673

Dear Ms. Aswani Prakash,

Sub: Provisional Offer Letter

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

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

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

You are requested to produce the documents at the time of joining:

• Annexure 1 ([link](#))

• Medical Certificate ([link](#))



Date:23/03/2023

Ms. Silpa Sasidharan,
Punnappadiyil H, Chengalam P O, Elamgulam, Kottayam, Kerala, 686585

Dear Ms. Silpa Sasidharan,

Sub: Provisional Offer Letter

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

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

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

You are requested to produce the documents at the time of joining:

HO/HR/TA/147906302

Date:20/03/2023

Ms. Harsha Reghunath,
Pathanadu, Pathanadu, Kottayam , Kerala, 686541

Dear Ms. Harsha Reghunath,

Sub: Provisional Offer Letter

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

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

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You are requested to produce the documents at the time of joining:

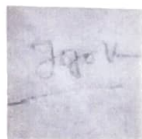
- Annexure 1 ([link](#))

- Medical Certificate ([link](#))

- Self Declaration of Medical Fitness ([link](#))

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

Yours sincerely,



Jojo K
Senior Manager

| Compensation Particular | Monthly | Annual |
|-----------------------------------------------------------------|--------------|-----------------|
| (A) Fixed Monthly Pay - EARNINGS | | |
| Basic Pay | 12400 | 148800.0 |
| House Rent Allowance | 2480 | 29760.0 |
| Dearness Allowance | 2000 | 24000.0 |
| 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 | 4450 | 53396.0 |
| Total (A) | 21330 | 255956.0 |
| Fixed Monthly Pay - DEDUCTIONS | | |
| Provident Fund - Employee | 1728 | 20736.0 |
| Professional Tax | 0 | 0.0 |
| Charity Fund | 124 | 1488.0 |
| ESWT Fund Contribution | 124 | 1488.0 |
| 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 | 1976 | 23712.0 |
| Net Salary Credit to Bank A/c | 19354 | 232244.0 |
| (B) Annual Pay | | |
| Bonus | 583 | 7000.0 |
| Total (B) | 583 | 7000.0 |
| (C) Retiral & Other Benefits (Employer Contribution) | | |
| Provident Fund - Employer | 1728 | 20736.0 |
| Medical Insurance | 667 | 8000.0 |
| Leave Surrender | 0 | 0.0 |
| Gratuity | 692 | 8308.0 |
| Total (C) | 3087 | 37044.0 |
| Cost To Company (A+B+C) | 25000 | 300000.0 |

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

NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)
2. 1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group
3. Applicable TDS will be effected on the salary.

ESAF SMALL FINANCE BANK LIMITED

OFFICE ADDRESS: SALAM PATTAYIL, JERAMBA, CHITRAL, KERALA

Registered & Corporate Office: ESAF Small Finance Bank Limited, Building No. VII/83/B, ESAF Bhavan,
Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com



05/04/2023

OFFER LETTER

To,

Ms.Shintu C. Mathew
Chaprathu (H) Vennikulam
P.O. Kothakulam, Kerala
Pin code:689545

Dear Ms Shintu,

This has reference to the various discussions and interview you had with us.

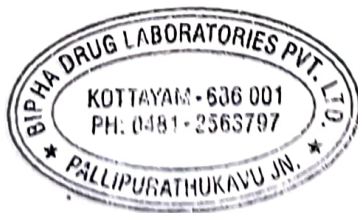
We are pleased to offer you a job in our organization as **Sales Executive** in our retail outlet at **Adani International Airport, Trivandrum**. Your Annual Earnings including salary, allowances, annual benefits and statutory payments as applicable will total of **Rs. 1, 44,000/-**. The detailed appointment order will be issued on joining.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For, Bipha Drug Laboratories Pvt Ltd


Alby Jobin
Manager-HR



SHRIRAM GENERAL INSURANCE COMPANY LIMITED

INCORPORATED IN INDIA
REGISTERED OFFICE: 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

IRDAI Registration Number: 137



E-8, EPIP, RIICO, Sitapura, JAIPUR (Raj.) 302 022
Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693

HRD/APL/SGI/2023/31869
Date: 16th May, 2023

To,
Ms. Vismaya Vijayan
Punnthanam
Peroor
Kottayam
Kerala - 686637
Mobile: 8590711207

Dear Ms. Vijayan,

Offer Cum Appointment Letter

In reference to the interview you had with us, we are pleased to appoint you as **Relationship Executive – Marketing** on the following terms and conditions:

1. Your Compensation will be Rs. 22305/- (Cost to Company - CTC) per month and the structure is as detailed in Annexure 1 to this letter.
2. **POSTING & DATE OF JOINING:** You will be posted at our Kottayam Branch, the address which is "Shriram General Insurance Company Ltd., Payyil Kohinoor Arcade, Samkranthi, Kottayam-686028. (Kerala)." You are required to report at our branch on or before 10th July, 2023 at 09:30 hrs. and submit the joining report duly signed by you to the HR Department. The date mentioned in the joining report shall be recorded as your date of joining in our records.
3. **REPORTING:** For Functional, Operational and Administrative Purposes, you will report to Mr. Arun Narayanan – Branch-In-Charge, Kottayam.
4. **NOTICE PERIOD:** You will be on probation for a period of Six Months and your confirmation will depend upon the satisfactory performance during this period. Your services may be terminated without giving any notice and assigning any reason during the probation period. On confirmation, your services may be terminated with advance notice of three months. In any case you intend to leave the company, you will have to give the Company a notice of three months, which will be mandatory in all circumstances.
5. **DRESS CODE:** You are required to attend the office in the decent & formal attire.
6. **LEAVE ELIGIBILITY:** You will be eligible for 12 Casual leaves only on Pro-Rata basis in the First Calendar Year of service and thereafter every calendar year, which are non-cumulative in nature. On completion of One Year of service you will be eligible for 12 Sick Leave and 12 Privilege leave on Pro-Rata basis.
7. Your services are liable to be transferred to any office of the company whether in India or abroad at the sole discretion of the Management.
8. This appointment letter is made on the understanding that the information and relevant documents provided by you are correct, true and complete. If it is found at any point of time that the same provided by you is not true, incorrect, incomplete or fraudulent in any manner, your services may be terminated without assigning any reasons thereof or without giving any notice.

Contd. On page 2

Authorized Signatory

Signature of Candidate



Muthoot Finance

The Muthoot Group, M G George Muthoot Tower, Alaknanda, New Delhi-110019

Offer Letter

Dear Mr. Christy Mathew,

Greetings from **The Muthoot Group!**

Subsequent to the various discussions you had with **HR Team at Muthoot Finance Limited**, we are delighted to confirm the offer of your employment for the position of **"Jr. Audit Executive (Gold Audit)" at Lucknow**. Please find the below Terms and Conditions of your anticipated employment with us.

The position we are offering you is that of **"Jr. Audit Executive (Gold Audit)" at Lucknow Region**. The compensation offered (GPM) for the role is **INR 22,000/-**.

*The amount is indicative, and the Management reserves the right to amend the policy at any point in time.

Benefits: The benefits included in the CTC have been mentioned below. However, please note, management reserves the right to amend any of the policies at any point of time.


- **Business Incentive:** As per Company criteria, Incentive will be eligible from 01st Year onwards based on the performance (Target Vs Achievement).
- **Bonus with Ex-Gratia:** As per applicable policy.
- **Gratuity:** Gratuity will be paid at the time of retirement/resignation provided a minimum of five years of service has been completed.
- **EL Encashment:** Eligibility for EL will commence after the completion of one year of service.
- **Medical Insurance:** As per eligibility based on gross salary you would be entitled to a hospitalization claim of Rs. 1,00,000/- (Rupees One Lakh only), premium borne by employer with an option to include spouse and up to two children (with subsidized premium paid by the employer). You would be covered under a Group Health Insurance (Hospitalization only) policy for an amount of Rs. 1, 00,000/- (Rupees One Lakh only) for which the premium will be borne by the company. You will have the option to cover your spouse and up to two children under the Health Insurance policy for which the premium will be subsidized by the company.
- **Personal Accidental Compensation Scheme:** You would be covered under the **Group Personal Accidental Compensation Scheme with a sum insured upto Rs. 5,00,000/- (Rupees Five Lakhs Only)**. The Management reserves the right to amend the policy at any point in time.
- **Personal Loan:** You are entitled to avail a **Loan to the extent upto INR 3 Lakhs under the "Staff Personal Loan Scheme"** for staff of MFL subject to satisfactory Credit score, length of service (minimum service 3 years) and other terms & conditions. Alternatively, you may avail a **Loan up to INR 8 Lakhs under "Employee Loan Scheme"** of **Personal Loan Division** subject to satisfactory Credit Score, length of service (minimum service 1 year), EMI/NMI ratio and other terms & conditions.
- **National Pension Scheme:** We are offering you the option to join **National Pension Scheme (NPS)**.

You must join on or before **12-06-2023**, failing which this offer will stand automatically withdrawn. Please report to **Pragya Dubey- RHRBP** for documentation and orientation.

Other Required details and Terms & Conditions of the Candidate are attached as Annexure A

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

Sincerely,


.....
AGM-HR
Muthoot Finance Ltd.

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. Akash Deepu
Maruthumvayalil House
Thoppippala (PO)
Labbakkada
Idukki
Pin: 685511

Offer of Employment as Junior HR & Admin Executive

Dear Akash,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.
CIN: U72900KL2016PTC046535
Gayathri Building | 3rd floor | Technopark |
Trivandrum 695581 | India www.ibilglobal.com
| Telephone: +91-9995805172



To,

Teenamol Sebastian

COCHIN

Dear Teenamol Sebastian,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

Private and Confidential

75-6



INTERTECH SERVICES PVT. LTD

PROVISIONAL OFFER LETTER

Dear Anjana Saji,

Congratulations! We welcome you to the Family of Core InterTech Services Pvt Ltd!!!

We are all excited to meet and take you in our team. We have been impressed with your background and would like to formally offer you the position of **HR RECRUITER** for our company **CORE INTERTECH SERVICES PVT. LTD.** at Kochi. You shall report to the **RECRUITMENT MANAGER** of the company. Your Joining Date is **24/4/2023 at 10 AM.**

You will be having 3 to 6 months of Probation period and the salary will be **Rs. 12,000 Plus food and accommodation** after probation and your performance will increase the salary as per management concern. Also, you will be eligible for **Incentive** from your joining date. If your employment terminated in probation period you will not get NOC, Experience Letter, Relieving Letter, Full & Final settlement and etc.

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

Regards,

Candidate Name & Signature

Nagaraju subramani

Anjana Saji

AGM

Core InterTech Services Pvt Ltd.



0484-2967455
+91 95397 67555



hr@coreintlservices.com
www.coreintlservices.com



Core InterTech Services Pvt. Ltd.
37/170 A, AK Tower, South
Kalamassery, Kochi - 682033



TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Neeendoor Road,Ettumanoor,Kottayam-686 631,Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Ariya

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Necndoor Road,Etumanoor,Kottavam-686 631,Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Ariya

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



d) Tax withholdings

All forms of compensation referred to in this letter of agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by Indian tax laws.

e) Notice Period

As per company policy all employees have to furnish one month notice period on the event of resignation from the post.

As your position and role required training which involves man days of management and department officials you are liable to serve TMK Systems Private Limited at least for a period of 2 years.

Request you to sign the copy as acceptance of offer and wishing you a successful career with TMK Systems Pvt. Ltd.

For TMK Systems Pvt. Ltd.,

Auth. Signatory

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a horizontal line and a small flourish.



R No IN/EMP/652/2023

09/05/2023

Ms. Megha Manoj

Place: Kottayam

Dear Megha,

Thank you for the keen interest you have shown in our Organization. Consequent to your application, interview and personal discussion with us, we are pleased to offer you a career with INMAKES INFOTECH PVT. LTD. Please accept our heartiest Congratulations!!

The offer letter would stand cancelled if not responded with in three days from date of receipt. Also please note that this offer letter is agreement in principle and would be confirmed only once we receive a signed copy of the offer letter. Candidate shall not use this offer letter as confirmation of employment or for salary/employment negotiation with any other prospective/current employer. If any such instances come to our notice, strict disciplinary actions would be initiated abiding by the existing employment rules in India.

If you accept this offer and join us, you will be designated as "Placement Officer".

Your employment will be subject to the Standard Terms & Conditions of employment of Inmakes Infotech (refer as "Inmakes") and will be governed by various policies, rules and guidelines of Inmakes and also guided by the core values of Inmakes.

Overall Compensation offered to you shall be **INR 2,04,000 /- (Two Lakhs And Four Thousand Rupees Only)** per annum subjected to performance revision on satisfactory performance after 1 year of employment. Please see the details of the compensation and proposed performance pay revision details in the Annexure '1'.

mail@inmakes.com

www.inmakes.com

Inmakes Infotech Pvt. Ltd.
First Floor, VJ Tower, Vyttila,
Ernakulam 682019



R.N: IN/EMP/652/2023

09/05/2023

Ms. Megha Manoj

Place: Kottayam

Dear Megha,

Thank you for the keen interest you have shown in our Organization. Consequent to your application, interview and personal discussion with us, we are pleased to offer you a career with **INMAKES INFOTECH PVT. LTD.** Please accept our heartiest Congratulations!

The offer letter would stand cancelled if not responded with in three days from date of receipt. Also please note that this offer letter is agreement in principle and would be confirmed only once we receive a signed copy of the offer letter. Candidate shall not use this offer letter as confirmation of employment or for salary/employment negotiation with any other prospective/current employer. If any such instances come to our notice, strict disciplinary actions would be initiated abiding by the existing employment rules in India.

If you accept this offer and join us, you will be designated as **"Placement Officer"**.

Your employment will be subject to the Standard Terms & Conditions of employment of Inmakes Infotech (refer as "Inmakes") and will be governed by various policies, rules and guidelines of Inmakes and also guided by the core values of Inmakes.

Overall Compensation offered to you shall be **INR 2,04,000 /- (Two Lakhs And Four Thousand Rupees Only)** per annum subjected to performance revision on satisfactory performance after 1 year of employment. Please see the details of the compensation and proposed performance pay revision details in the Annexure 1.



mail@inmakes.com

www.inmakes.com

Inmakes Infotech Pvt. Ltd.
First Floor, VJ Tower, Vyttila,
Ernakulam 682019

By accepting this offer of employment, you will be deemed to confirm that

- 1 Prior to joining our employment, you have terminated your employment with current/previous employer in accordance with terms & conditions of the said employer
- 2 That no amount due and payable by you to your employers
- 3 On joining our employment, Inmakes reserve the rights to continue / terminate once Service as per standard procedure in Inmakes.
- 4 On joining our employment that you do not have in your possession, nor have to failed to return any property including but not limited to any devices, records, data, notes and (or) any documents or property of the previous employer/s

This offer will be valid till **10-May-2023**. If this offer of employment is acceptable to you, please intimate your acceptance of this by signing the digital copy of this letter and returning it to us on (or) before **10-May-2023**.

Please see the Annexure 2 for the details of the documents required to produce at the time of joining. This offer letter is subjected to presenting the mentioned documents.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to the welcome you to the Inmakes

Sincerely



Ms. Nicemal P. Surendran
HR Manager
For Inmakes Infotech Pvt Ltd

Name & Sign
Date Of Joining

HUMAN RESOURCES MANAGER
INMAKES INFOTECH PVT LTD
1st FLOOR, VJ TOWER, KOCHI
KERALA - 682019





KANYAKUMARI -AUDIT

Date: 13/07/2023

Ref: 025-CDR/07407/23

Mr. AJU JAIMON (MF68850)

MUTTUNKAL HOUSE

KARUNAPURAM P.O

IDUKKI

685552

Sub: LETTER OF APPOINTMENT

With reference to your application dated **03/5/2023**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JR.AUDIT EXECUTIVE(GOLD)** with effect from **17/07/2023** on the following terms and conditions:

1. You will be appointed on contract for a period of twelve months from date of joining. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of contract without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of **Rs. 17,500.00 (Rupees Seventeen Thousand Five Hundred Only)** per month during your period of contract including all allowances. In addition to the above, you are entitled for Vehicle Maintenance allowance, Telephone Allowance subject to norms stipulated for the same by the organization.
3. If you desire to withdraw your placement, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so. During the contract period, in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
4. At any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the Company. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited and your services are liable to be terminated by giving you one month notice or salary in lieu of notice.
5. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not.
6. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.



17-Jul-2023

ANUPA SATHEESAN

Paruthikkattuchira Neelamperoor P. O In Neelamperpor Alappuzha Paruthikkattuchira Neelamperoor P. O In Neelamperpor Alappuzha Alappuzha Kerala,686534

OFFER OF EMPLOYMENT

Dear ANUPA,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|-------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH,KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.

MANGALORE -AUDIT

Date: 03/07/2023

Ref: 025-CDR/06397/23

Mr. SRIHARI A(MF68524)
ANISHNIVAS, THURAMPURATHU
VELLOOR
KOTTAYAM
686609

Sub: LETTER OF APPOINTMENT

With reference to your application dated **06/5/2023**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JR.AUDIT EXECUTIVE(GOLD)** with effect from **07/07/2023** on the following terms and conditions:

1. You will be appointed on contract for a period of twelve months from date of joining. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of contract without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of **Rs. 17,500.00 (Rupees Seventeen Thousand Five Hundred Only)** per month during your period of contract including all allowances. In addition to the above, you are entitled for Vehicle Maintenance allowance, Telephone Allowance subject to norms stipulated for the same by the organization.
3. If you desire to withdraw your placement, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so. During the contract period, in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
4. At any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the Company. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited and your services are liable to be terminated by giving you one month notice or salary in lieu of notice.
5. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not.
6. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.





Prima Anne George <primamangalam@gmail.com>

Fwd: PANTECH EMPLOYMENT OFFER MAIL

Jeena Elsa James <jeenaelsajames@gmail.com>
To: primamangalam@gmail.com

31 July 2023 at 20:48

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

From: **Veda Praneet D** <praneet@pantechmail.com>
Date: Mon, Jul 31, 2023 at 8:40 PM
Subject: PANTECH EMPLOYMENT OFFER MAIL
To: Jeena Elsa James <jeenaelsajames@gmail.com>

Dear Jeena,

We hope this email finds you well. Congratulations! We are thrilled to inform you that you have been selected for the position of HR Executive at Pantech eLearning Private Limited, Bangalore Branch. Your skills, experience, and dedication impressed our hiring team, and we are excited to have you join our organization. The salary offered to you is 13k per month.

Your joining date is scheduled for Monday, 7th August 2023. Please report to the Bangalore Office at 10:00AM to begin your onboarding process.

We request you to bring the necessary documentation and identification required for your employment.

- a) Identity Proof - aadhar card xerox
- b) Address Proof - aadhaar card xerox
- c) Education Qualification Proof - Degree Xerox
- d) Certification Proof - Xerox copies of certifications if any

If you have any questions or need further information before your joining date, please don't hesitate to reach out to us at praneet@pantechmail.com or 7411468080.

Once again, congratulations on your selection, and we look forward to welcoming you on board!

Detailed Offer Letter will be given to you after completing the joining formalities.

--

Thanks & Regards!

Veda Praneet,
Operations Lead.
Mobile: 91 7411468080



Pantech eLearning.,
No: 26, II Floor,
Ramanuja Kudam Building,
Duraishamy Subway Road, Canara Bank Upstairs,
T.Nagar, Chennai - 600 017, Tamil Nadu.
Ph: 91 44 42606450 / 70
www.pantechlearning.com
www.pantechsolutions.net

Tamilnadu | Andhra Pradesh | Telangana

PROVISIONAL OFFER LETTER

Dear Megha Thomas,

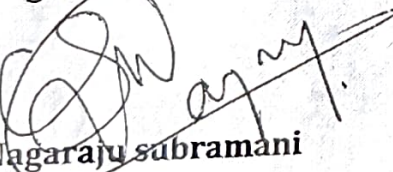
Congratulations! We welcome you to the Family of Core Intertech Services Pvt Ltd!!!

We are all excited to meet and take you in our team. We have been impressed with your background and would like to formally offer you the position of **RECRUITMENT EXECUTIVE** for our company **CORE INTERTECH SERVICES PVT. LTD.** at Kochi. You shall report to the **RECRUITMENT MANAGER** of the company. Your Joining Date is **08/05/2023 at 10 AM.**

You will be having 3 to 6 months of Probation period and the salary will be **Rs. 10,000.** After probation and your performance will increase the salary as per management concern. Also, you will be eligible for **Incentive** from your joining date. If your employment terminated in probation period you will not get **NOC, Experience Letter, Relieving Letter, Full & Final settlement** and etc.

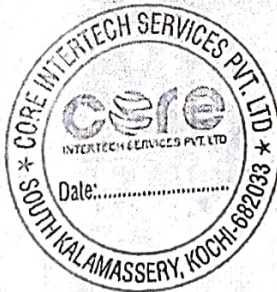
We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Regards,

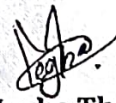

Nagaraju subramani

AGM

Core Intertech Services Pvt Ltd.



Candidate Name & Signature


Megha Thomas



To,

GEORGE SEBASTIAN

COCHIN

Dear George Sebastian,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are



TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Neendoor Road,Ettumanoor,Kottayam-686 631, Ph : 9072231000, E-mail : tmksystems Pvt.Ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Aleena,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
KNGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Neendoor Road,Ettumanoor,Kottayam-686 631,Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Athira,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

TMK SYSTEMS PRIVATE LIMITED

Opp. Kakkanattu Trading Company, Neendoor Road, Ettumanoor, Kottayam-686 631, Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Kavya Vinod,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations
 - a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

- b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

- c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Neendoor Road,Ettumanoor,Kottayam-686 631,Ph : 9072231000, E-mail : tmksystemsprivt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Jilu,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Date: August 17, 2023

SUNITHA S

Subject: Offer Letter

Dear Sunitha,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

For more information, visit www.hdfclife.com

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PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Date: August 17, 2023

ABIN THARAKAN

Subject: Offer Letter

Dear Abin,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
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PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Date: August 17, 2023

VISHNUPRIYA S

Subject: Offer Letter

Dear Vishnupriya,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

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Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N.M.Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: 261103MPL2000PLC0324

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Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. KARTHIKA P PANICKER

Offer of Employment as Junior HR & Admin Executive

Dear Karthika,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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IBIL Solutions Pvt Ltd.

CIN: U72900KL2016PTC046535

Gayathri Building | 3rd floor | Technopark |

Trivandrum 695581 | India www.ibilglobal.com

| Telephone: +91-9995805172

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. BONIA TOM

Offer of Employment as Junior HR & Admin Executive

Dear Bonia,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.

CIN: U72900KL2016PTC046535

Gayathri Building | 3rd floor | Technopark |
Trivandrum 695581 | India www.ibilglobal.com
| Telephone: +91-9995805172


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

To,
ALEENA JAMES

COCHIN

Dear Aleena James,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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PRINCIPAL
VINGALAM COLLEGE OF ENGINEERING
FRI - 08/06/2023

To,

CHRISTA MARIAM GEORGE

COCHIN

Dear Christa Mariam George,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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PRINCIPAL
NGALAM COLLEGE OF ENGINEERING
Ettumanoor

Date: August 17, 2023

RANI MARIA

Subject: Offer Letter

Dear Rani,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

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Date: August 17, 2023

NIMMY KURIAN

Subject: Offer Letter

Dear Nimmy,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

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Corporate & Registered Office:

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DO NOT provide any security code to any third party

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Ettumanoor



Date: August 17, 2023

BHANU S KUMAR

Subject: Offer Letter

Dear Bhanu,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

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3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

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Date: August 17, 2023

AMAL MATHEW JACOB

Subject: Offer Letter

Dear Amal,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

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2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

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17-Jul-2023

VINDHYA SHAJI

OFFER OF EMPLOYMENT

Dear Vidhya,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|-------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH, KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanadu Trading Company,Neeendoor Road,Ettumanoor,Kottayam-686 631,Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Aruna,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING

TMK SYSTEMS PRIVATE LIMITED

Omp. Kakkannattu Trading Company, Neendoor Road, Ettumanoor, Kottayam - 686 631, Ph : 9672231999, Email : tmk-systems@rediffmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Aparna,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

To,

JESIN JOSE

COCHIN

Dear Jesin Jose,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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To,
SANDRA SAJEEV

COCHIN

Dear Sandra Sajeev,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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PRINCIPAL
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E. Gudimoor



To,

ROHITH REGHU

COCHIN

Dear Rohith Reghu,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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PRINCIPAL
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Ettumanoor

TMK SYSTEMS PRIVATE LIMITED

Ozu, Kakkannattu Trading Company, Neeendoor Road, Ettumanoor, Kottayam-686 631, Ph.: 9072231000, E-mail: tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Arathy,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.

 **PRINCIPAL**
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TMK SYSTEMS PRIVATE LIMITED

Opp.Kakkanattu Trading Company,Neendoor Road,Ettumanoor,Kottayam-686 631,Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Haripriya,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Date: August 17, 2023

Ashly Mariam Sabu

Subject: Offer Letter

Dear Ashly,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: I41105HDFC0000001000000



+91 22 6751 6666



1860-267-9999 | 022-68446530

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.



www.hdfclife.com

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ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. MANULAL K.B

Offer of Employment as Junior HR & Admin Executive

Dear Manu,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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Trivandrum 695581 | India www.ibilglobal.com
| Telephone: +91-9995805172

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. PARVATHY P S

Offer of Employment as Junior HR & Admin Executive

Dear Parvathy,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
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 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
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Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. LAKSHMIPRIYA SHAJI

Offer of Employment as Junior HR & Admin Executive

Dear Lakshmi,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living..
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. VEENA SURESH

Offer of Employment as Junior HR & Admin Executive

Dear Veena,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be INR 15,000/-per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. Working Days and Leave:
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. ASHOK V GEORGE

Offer of Employment as Junior HR & Admin Executive

Dear Ashok,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.

3. Working Days and Leave:

- a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
- b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
- c) Holidays will be as per the list declared by the Company from time to time.
- d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
- e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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| Telephone: +91-9995805172

Ref:IBIL/OFC/23-24.

Date:3rd August 2023

Ms.ANU SARA THOMAS

Offer of Employment as Junior HR & Admin Executive

Dear Anu,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be INR 15,000/-per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. Working Days and Leave:
 - a)The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
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 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



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HO/HR/TA/147913302

Date:23/03/2023

Ms. KARTHIKA V A

Dear Ms.Karthika V A,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:

 **PRINCIPAL**
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

HO/HR/TA/147913302

Date:23/03/2023

Ms.ARYAKRISHNA U,

Dear Ms. Aryakrishna U,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Etumanoor

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. ANUMOL JOHN

Offer of Employment as Junior HR & Admin Executive

Dear Anumol,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be INR 15,000/-per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. Working Days and Leave:
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.

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14
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Ettumanoor



Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. TONY P JOSEPH

Offer of Employment as Junior HR & Admin Executive

Dear Tony,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
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MYSORE -AUDIT

Date: 03/07/2023

Ref: 025-CDR/05346/23

Mr.Unni Sajeev

686535

Sub: LETTER OF APPOINTMENT

With reference to your application dated **06/5/2023**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JR.AUDIT EXECUTIVE(GOLD)** with effect from **07/07/2023** on the following terms and conditions:

1. You will be appointed on contract for a period of twelve months from date of joining. If your performance conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of contract without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of **Rs. 17,500.00 (Rupees Seventeen Thousand Five Hundred Only)** per month during your period of contract including all allowances. In addition to the above, you are entitled for Vehicle Maintenance allowance, Telephone Allowance subject to norms stipulated for the same by the organization.
3. If you desire to withdraw your placement, you shall give one month notice or one month salary in lieu of such notice. The organization reserves the right to terminate your service without any notice or salary in lieu of notice.
4. At any time during your employment in the organization the Management shall have the right to require you to submit yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the Company. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited and your services are liable to be terminated by giving you one month notice or salary in lieu of notice.
5. During your employment with the organization you shall be subject to such rules and regulations as are in force by the organization from time to time at its discretion, whether they are individually notified to you or not.
6. If you are absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.



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Ettumanoor

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. ANUMOL JOHN

Offer of Employment as Junior HR & Admin Executive

Dear Anumol,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
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Ettumanoor

HO/HR/TA/147913302

Date:23/03/2023

Ms.GOPIKA S GOVIND ,

Dear Ms. Gopika S Govind,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

HO/HR/TA/147913302

Date:23/03/2023

Mr.NIKHIL SHAJI ,

Dear Mr. Nikhil Shaji,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:


PRINCIPAL
KINGALAM COLLEGE OF ENGINEERING
Ettumanoor

HO/HR/TA/147913302

Date: 23/03/2023

Ms. GOPIKA BIJU,

Dear Ms. Gopika Biju,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



HO/HR/TA/147913302

Date:23/03/2023

Mr. Abhijith C N,

Dear Mr. Abhijith C N,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

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

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

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

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

You are requested to produce the documents at the time of joining:

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Erumanoor

TMK SYSTEMS PRIVATE LIMITED

Opp. Kakkanattu Trading Company, Neeendoor Road, Ettumanoor, Kottayam - 686 631, Ph : 9072231000, E-mail : tmkssystemspvt.ltd@gmail.com

Dated:-4th April, 2023

Sub:- Letter of offer for Employment

Dear Aiswarya,

We TMK Systems Pvt. Ltd, Pleased to offer you employment in our company in the capacity of Sales Administrator on full-time basis, as of date starting from 10th April, 2023. You will be on probation for a period of three months which may be further extended after review and the same will be at the sole discretion of the management.

The Terms are as under.

1. Office timings will be from 9AM to 6 PM
2. Holidays as per Company's announcements and discretion.
3. Compensations

a) Salary

The company will pay you a starting salary at the rate of Rs.1.8Lakhs per year, payable in accordance with the Company's standard payroll schedule, beginning the next calendar month after your joining. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

b) Increments or Promotions

Entitled for increments on successful completion of probation and satisfactory reports from reporting authorizes.

c) Other Monetary benefits

Incentives will be announced time to time on satisfactorily completion of assignments.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



To,

AIWARYA MOHAN

COCHIN

Dear Aiswarya Mohan,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

Private and Confidential

Page 1 of 10

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimanoor



To,

AMRUTHA CHANDRAN

COCHIN

Dear Amrutha Chandran,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

Private and Confidential

Page 1 of 10

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

To,
ANJALI K AJI
COCHIN

Dear Anjali K Aji,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

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Page 1 of 10



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



To,

APARNA SANTHOSH

COCHIN

Dear Aparna Santhosh,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

Private and Confidential

Page 1 of 10

PRINCIPAL
JINGALAM COLLEGE OF ENGINEERING
Ethamanoor

Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. APARNA KRISHNA S

Type your text

Offer of Employment as Junior HR & Admin Executive


Dear Aparna,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.
CIN: U72900KL2016PTC046535
Gayathri Building | 3rd floor | Technopark |
Trivandrum 695581 | India www.ibilglobal.com
| Telephone: +91-9995805172



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

17-Jul-2023

TIYA THAMPY



OFFER OF EMPLOYMENT

Dear Tiya,


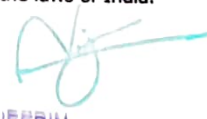
This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

Designation
Grade
Department
Branch
Location

SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER
SENIOR EXECUTIVE
FOREX
PUNNEN ROAD
KERALA SOUTH, KERALA

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.

 
PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

17-Jul-2023

SEBIN JOSEPH

OFFER OF EMPLOYMENT

Dear Sebin,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|-------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH, KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and Information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



17-Jul-2023

MIDHUN R NAIR

OFFER OF EMPLOYMENT

Dear Joel,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|--------------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH, KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Ms. AKSHITHA P MANOJ

Offer of Employment as Junior HR & Admin Executive

Dear Akshitha,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.

CIN: U72900KL2016PTC046535
Gayathri Building | 3rd floor | Technopark |
Trivandrum 695581 | India www.ibilglobal.com
| Telephone: +91-9995805172



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

17-Jul-2023

JOEL PAUL HARRISON

OFFER OF EMPLOYMENT

Dear Joel,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|-------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH, KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. AKSHAY ASHOKAN

Offer of Employment as Junior HR & Admin Executive

Dear Akshay

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.

CIN: U72900KL2016PTC046535

Gayathri Building | 3rd floor | Technopark |

Trivandrum 695581 | India www.ibilglobal.com

| Telephone: +91-9995805172



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

17-Jul-2023

BINU BABU

OFFER OF EMPLOYMENT

Dear Binu,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment to serve as per the terms and conditions as given below: -

| | |
|-------------|--------------------------------------------------|
| Designation | SENIOR EXECUTIVE – FOREX PROCESS & SALES ENABLER |
| Grade | SENIOR EXECUTIVE |
| Department | FOREX |
| Branch | PUNNEN ROAD |
| Location | KERALA SOUTH, KERALA |

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

1. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and by the statutory guidelines.
2. You are required to join on **19-Jul-2023** and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you. This offer stands void if you fail to join the Company on the date mentioned above.
3. Your probation period and notice period will be per the company policy mentioned in the appointment letter.
4. You may resign service of the company by giving notice as per norms.
5. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre-employment medical examination.
6. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.
7. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.
8. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.



Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. ASEEM V NOUFAL

Offer of Employment as Junior HR & Admin Executive

Dear Aseem,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.

CIN: U72900KL2016PTC046535

Gayathri Building | 3rd floor | Technopark |

Trivandrum 695581 | India www.ibilglobal.com

| Telephone: +91-9995805172

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Ref: IBIL/OFC/23-24.

Date: 3rd August 2023

Mr. ARUN PAUL

Offer of Employment as Junior HR & Admin Executive

Dear Arun,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior HR and Admin Executive with IBIL Solutions Pvt Ltd (the "Company"). Subject to your acceptance of the following terms and conditions-

1. You are expected to join us on 07th August 2023. You will be on probation for a period of 3 months from 07/08/2023 to 07/11/2023. Based on your performance during this period, your position with IBIL Solutions will be confirmed.
2. Your CTC would be **INR 15,000/-** per month. Salary break down is given in appendix A below. Statutory benefits will be deducted from your salary.
3. **Working Days and Leave:**
 - a) The normal working hours is 9 hours per day, from 9:00 A.M to 7:00 P.M, Monday through Friday. The normal working days and normal hours of work can be changed by the company to suit the exigencies of work programs and emergencies.
 - b) You may have to travel and work out of other cities in India as part of your employment with us. City allowance will be paid, based on the city's cost of living.
 - c) Holidays will be as per the list declared by the Company from time to time.
 - d) You will be entitled to take one-day leave per month and you are eligible to avail all the benefits of the Company's Leave Rules.
 - e) IBIL Solutions also provides paid sick time, which accrues on your hire date, up to a maximum of 5 days per year.



IBIL Solutions Pvt Ltd.

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Trivandrum 695581 | India www.ibilglobal.com

| Telephone: +91-9995805172

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Date: August 17, 2023

ANITTAMOL J

Subject: Offer Letter

Dear Anittamol,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR 3,00,000/- per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.

2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).

3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

Wu

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HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN 26, 10, 0000PLC13245

 +91 22 6751 6666

☎ 1860-267-9999 | 022-68446530

Available Mon-Sat from 10am to 7pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00

 www.hdfclife.com



Date: August 17, 2023

ASWATHY A S

Subject: Offer Letter

Dear Aswathy,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sales Development Manager

Department: Agency

Organizational Band / Grade: 1B

Location: Kottayam - Plantation

Validity of Offer: 15 days from date of issuance of this letter

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be INR **3,00,000/-** per annum on cost to company basis. The brief details of which are shown in Annexure 1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.

2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).

3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N.M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L61101MH2000PLC13245

+91 22 6751 6666

1860-267-9999 | 022-68446530

Available Mon-Sat from 10am to 7pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

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To,

AKHILA RAJEEVA

COCHIN

Dear Akhila Rajeev,

We are pleased to appoint you as "Associate Sales Manager" in the "Third Party Distribution" Department at Cochin Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 08/06/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

Private and ConfidentialPage 1 of 10

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Popular Vehicles & Services

Popular Vehicles and Services Ltd.
Near St. Thomas Orthodox Church
S. H. Mount P.O., Chavittuvary
Kottayam - 686006
t 0481 2944444
e cse@popularv.com
www.popularmaruti.com

CIN U50102KL1983PLC003741
KERALA - GSTIN 32AABCP3805G1ZW
TAMIL NADU - GSTIN 33AABCP3805G1ZU

Ref.No: PVS/HRD/KTM0823

01/08/2023

Mr. Cijo Kurian Abraham

Ayamanathuparambil (11)

Ayamanam P O Kottayam

Dear Cijo,

This has reference to your application dated on 23/03/2023 seeking opportunity to undergo training in our organisation.

After considering your application and academic records you are permitted to undergo training in our organisation as Service Engineer for a period of 6 months from 01/08/2023 to 01/01/2024

You are advised to report at Kottayam Branch on 01/08/2023.

During the period of training you will be paid an amount of Rs 12000/- towards stipend.

This is an opportunity for you to learn the work and doesn't confer any right on you for employment.

All the best.

Yours faithfully,


For Popular Vehicles & Services Ltd.

HR Manager



[Handwritten signature]

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 Kuttukaran

www.kuttukaran.in



Date: 15/09/2023
POL/SGS/Sep/23

Dear Bibin,

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **15/09/2023**
Your Net Take hand will be **INR 17,331/-**
- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!
Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

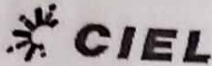
(Acceptance Signature and Date)

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CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



| Salary | Monthly CTC |
|-------------------------------|------------------|
| Basic | 17,794.00 |
| Bonus | 1,482.00 |
| Gross Earning | 19,276.00 |
| PF (Employer's Contribution) | 1,800.00 |
| ESI (Employer's Contribution) | 626 |
| Insurance | 100 |
| CTC | 21,802.00 |
| PF (Employee's Contribution) | 1,800.00 |
| ESI (Employee's Contribution) | 145 |
| Gross Deduction | 1945 |
| Net Pay | 17,331.00 |

With warm regards, Yours truly,
For CIEL HR Services Pvt Ltd.

Aditya Narayan Mishra CEO

I hereby accept the above-mentioned terms and conditions

Signature:

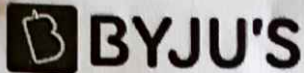
Date:

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
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CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



Trainee Engagement Letter

Monday, July 3, 2023

Dear GAUTHAM BHASKAR S ,

Pursuant to your application for participation in the Applicant Training Program at Byjus, we are pleased to register you as an **Applicant Trainee - Sales** /("Trainee") to undergo training as part of the Applicant Training Program (ATP) ("Training") at Think & Learn Pvt. Ltd. ("Byjus" or "Company").

The Training shall be subject to the terms and conditions specified below.

1. Engagement:

1.1. For the purposes of the Training, the Trainee shall be engaged for a fixed-term short duration as specified in this Letter. The induction to this Training is not and shall not be, at any point, treated or construed as a contract of permanent employment between the Trainee and the Company or commitment for continued employment in the future. The Trainee shall not have the authority to bind or represent the Company in any manner whatsoever, after the termination/completion of Training under this Letter.

2. Background Check:

2.1. This Training engagement is based on the information furnished by the Trainee in his/her/their application. Trainee shall inform the Company in writing about the changes in any particulars submitted in the application.

2.2. The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of the Training Period, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, [past work experience (if any)] and criminal records. The Trainee hereby provides his/her/their express consent to the Company for conducting such background checks. The commencement and subsequent continuation of this Training is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the screening exercise (including background verification and criminal history check).

2.3. The Training shall also be subject to the production of necessary documents including educational and professional certificates and shall be deemed to be rescinded automatically without any costs to the Company in the event such necessary documents are not provided to the Company.

2.4. If, at any time in future, it comes to light that any of the information provided by the Trainee in order to participate in this Training, is incorrect or any relevant information may or has been purposely withheld, the Training shall be terminated without notice without any liabilities to the Company.

3. Program Details:

3.1. The Training shall commence on Tuesday, July 11, 2023 or such other date as may be subsequently communicated to you in writing by Byjus ("Start Date").

3.2. The Training shall be for a period of 13 days ("Training Period") comprise of two stages: (a) Stage 1 will be a Classroom Training ("CRT") of 1 Week ; and (b) Stage 2 will be an On-the-Job Training ("OJT") of 1 Week, which will be subject to clearance of minimum requirements and assessments prescribed in the CRT stage. The Trainee shall have no right whatsoever to claim any renewal or extension of the Training Period.

3.3. Both phases of the training i.e. CRT and OJT will be conducted on-site at the locations specified below:

- a) CRT location: BTC, 1st floor, KKK Golf Link Tower Golf Link Road Chevayur Kozhikode - 673017
- b) OJT location: BTC, 1st floor, KKK Golf Link Tower Golf Link Road Chevayur Kozhikode - 673017

3.4. On the Start Date, the Trainee shall be required to report at the location specified in clause 3.3(a) above at [IST 8:30 AM].

3.5. The Trainee will be assigned a supervisor on the first day of the Training Period and will be required to act in accordance with the instructions of such supervisor. As a Trainee, you will carry out such tasks as may be entrusted to you from time to time.

3.6. Induction of the Trainee to OJT shall be subject to successful completion of the CRT and clearance of minimum requirements prescribed for the CRT stage.

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3.7. Trainee shall be required to carry the below-mentioned documents on the Start Date:

- a) Education Document
- b) Pan Card
- c) Aadhaar Card
- d) Cancelled Cheque/Bank Statement/Bank Passbook

4. Training Period:

4.1. The Training Period shall be 13 days and this engagement will automatically expire upon the completion of the Training Period unless terminated earlier as per the provisions of this Letter.

4.2. Notwithstanding anything contained in clause 4.1, the Training Period may be shortened or extended based on the Trainee's performance and at discretion of Byjus. For example, if the Trainee does not clear the CRT based on assessments conducted, the Trainee shall come to an end after 1 Week i.e. completion of CRT. In such an event, the Trainee shall be paid a prorated amount for those weeks. The decision of the Company in this matter shall be final and binding.

5. Remuneration and other Benefits:

5.1. Your remuneration for the entire duration of the Training is INR 7,222.00 (Incl. any other applicable statutory deductions). The remuneration shall be paid monthly on a pro-rata basis as per the number of days worked in the relevant month.

5.2. In accordance with the applicable law, the Company shall be entitled to deduct from the monthly remuneration payable to the Trainee, the following contractual, statutory, and compulsory deductions:

- a) Provident Fund and ESIC and other statutory deductions;
- b) Income tax;
- c) Dues to Company including loans at source at the rates applicable;
- d) PF administrative charges and EDLI charges as per rules will be included in the above mentioned remuneration.

5.3. In addition to the remuneration mentioned in clause 5.1 above, the Trainee shall be paid the expenses incurred by the Trainee on behalf of the Company or its clients as authorized, in connection with the work performed as part of the Training, and upon presenting supporting vouchers/documents. The Expense Policy of the Company applicable to the Trainee will be shared upon commencement of Training in accordance with the terms set out under this Letter.

5.4. The remuneration payable under this Letter is purely a matter between Trainee and the Company and has been arrived at on the basis of your specific background and professional merit. The Company expects that the Trainee maintains this information including any future changes to the remuneration, as strictly personal and confidential.

5.5. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations (including as set out under 5.4 of this Letter). Trainees will be responsible for his/her/their tax liabilities under all applicable tax laws and regulations.

6. Company Policies: Trainee will be governed by the Company's policies, regulations, and procedures on the working hours, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time for all ATP trainees.

7. Absence from duty:

7.1. During the Training Period, if the Trainee absents himself/herself/themselves from reporting for the Training without prior leave approval or proper intimation, then those day/days will be treated as absence from work. The days of absence will be treated as loss of pay days.

7.2. The Trainee shall be expected to report to his/her/their Training supervisor on resuming the Training after any unauthorized absence and provide valid reasons for absence in writing.

7.3. Where the Trainee is absent from the Training for more than 1 day without any authorization from the Training supervisor, such absence shall be treated as an automatic disqualification to participate in the Training and the Training shall be discontinued with immediate effect without any compensation to the Trainee.

7.4. Trainee will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 16th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

8. Obligations of the Trainee:


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- 8.1. Trainee shall abide by all reasonable and lawful directions given to him/her/them by the supervisor or any other official of the Company nominated by the Company for the purposes of the Training.
- 8.2. Trainee will conduct himself/herself/themselves in good standing at all times and abide by the law of the land whether in relation to the Training or otherwise.
- 8.3. In the event any complaint or proceeding is initiated against the Trainee during the Training Period, whether civil or criminal in nature, the Trainee shall be required to immediately inform the Company of the same.
- 8.4. Trainee shall not undertake any other assignment during the subsistence of the Training that conflicts with the tasks assigned as part of the Training. Any contravention thereof will lead to the forthwith termination of the Training.
- 8.5. Trainee will be required to follow the rules of discipline prescribed by the Company and conduct himself/herself/themselves in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate the Training at any given point of time during the Training Period in the event Trainee is found involved in any unethical practices, fraudulent activities, misrepresentation etc.
- 8.6. Trainee shall contribute to the best of knowledge, skills, abilities and expertise for the promotion of the Company's business.
- 8.7. The Company believes in openness and good communications as the most effective means of addressing work related issues and concerns. The Company's grievance procedure, as set out in the Company Policies, has been introduced to benefit all individuals engaged with the Company (including trainees), and is intended to provide all with a systematic way of airing grievances and reaching a solution in as short a time as possible.
- 8.8. Trainee shall be responsible for the safekeeping and return in good condition and order of all the properties of the Company, which may be in Trainee's case, custody, care or charge. For the loss of any properties of the Company in Trainee's possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from the Trainee and to take such other action as it deems proper in the event of the Trainee's failure to account such material or property to its satisfaction.
- 8.9. Trainee shall not, during the Training with the Company under this Letter, directly or indirectly engage himself/herself/themselves in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, Trainee shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- 8.10. Trainee shall endeavor to uphold the good image of the Company and shall not by his/her/their conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. Trainee shall not conduct himself/herself/themselves in any manner amounting to a breach of confidence reposed in the Trainee or inconsistent with the interest of the Company. Trainee shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.
- 8.11. During the course of the Training under this Letter, if the Trainee, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your engagement under this Letter or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your engagement forthwith without notice or payment in lieu of notice and deduct from your remuneration or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- 8.12. During the course of the Training under this Letter, if the Trainee, at any time render himself/herself/themselves in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including, but not limited to warning, suspension or disqualification of the Trainee's candidature forthwith without notice or payment in lieu of notice and deduct from the remuneration or other emoluments, if any, then due to the Trainee, including the amount of any damage that the Company may have sustained.
- 8.13. During the Training under this Letter and at all times thereafter:
- a) Trainee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners.
 - b) Trainee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Trainee, would constitute a violation of this clause; and
 - c) Trainee shall not do or cause to be done any act, deed or thing which would affect any employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.
- 8.14. Trainee shall be required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the Applicant Training Program by the Company. Training with the Company shall be contingent upon the Trainee executing the aforesaid agreement.

9. Confidential Information:

9.1. During the Training, Trainee may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of Training in the Company. Confidential information includes, and is not limited to course materials, videos, financial documents, and other relevant documents. Trainee shall not disclose such Confidential Information to any person. Trainee shall not make any copies of the Confidential Information. Trainee shall not disclose, reproduce, or use any Confidential Information for any purpose except solely in connection with work assigned to the Trainee during the Training. Obligations with respect to confidentiality shall be more fully detailed under the [Non-Disclosure and Confidential Information Agreement] executed by you with the Company and you shall at all times be bound by the provisions laid therein.

10. Intellectual Property Rights:

10.1. All the intellectual property rights in the material developed by the Trainee, class material, and related documents shall at all times remain the property of the Company. Trainee shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, Trainee shall provide exclusive, transferable, assignable, royalty-free rights in such intellectual property in perpetuity to the Company. Trainee shall not assert any right, title, or interest over such intellectual property rights.

11. Indemnity :

11.1. Trainee hereby agrees to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a) Any act or omission by the Trainee;
- b) Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c) Any representation or warranty or information furnished to the Company found to be false;
- d) Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e) Failure to adhere to the standards/specifications/policies of the Company.

12. Termination: The Training can be terminated in the following manner:

12.1. The Company will be entitled to disqualify/discontinue the Trainee's participation in the training program by giving 48 hours' notice in writing, or by payment of 48 hours' remuneration in lieu of such notice with or without cause.

12.2. In the event the Trainee desires to opt-out of the Training, you will be required to give the Company 48 hours' notice in writing or 48 hours' remuneration in lieu of such notice.

12.3. Pursuant to termination of Training under clause 12, the Trainee shall be disqualified and not be eligible to be hired by the Company in the future.

12.4. In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or the Trainee is found to be absconding from the Training or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, the Trainee's disqualification will be immediate and without any notice or compensation.

12.5. Training Certificate will be provided only on completion of the training period. If the resignation is initiated by the Trainee or the Trainee has been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, the Trainee will not receive the Training Certificate.

12.6. On expiry or early termination of Training, as the case may be, Trainee will immediately surrender to the Company, all materials, correspondence, books, documents, records, assets etc. belonging to the Company or relating to its business.

13. Post Completion of Training:

Completion of the training does not guarantee continued engagement or an offer of permanent employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the Training and upon successful completion of the Training and fulfillment of the conditions mentioned in this Letter, the Company may, at its sole discretion, consider providing an offer of permanent employment to the Trainee in a Business Development role,

which may be either in (i) Pre-sale; (ii) Direct-sale or (iii) Inside sale or (iv) Centre-Sales, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company. The work location may be either the location where the OJT Training was conducted or any other location as may be determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

14. Return of Property:

14.1. Trainee shall, on ceasing to be a part of the Training for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which the Trainee received or in possession or prepared in connection with the Trainee's association with the Company. For the loss of any properties of the Company in the Trainee's possession, the Company will have a right to assess and recover the damages of all such materials from the Trainee and to take such other action as it deems proper in the event of the Trainee's failure to account such material or property to its satisfaction.

14.2. The terms of your engagement detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. Trainee is requested to signify his/her/their acceptance of the terms and conditions contained under this Letter by signing and returning to the Company the duplicate copy of this Letter. This offer of Trainee and all of the terms outlined hereunder will automatically expire on Tuesday, July 11, 2023, in case of any failure on your part to confirm your acceptance thereof by or before Tuesday, July 11, 2023 or your failure to report to the Company on Tuesday, July 11, 2023.

14.3. The Company reserves the right to withdraw this offer of Training made to you, without prejudice and without providing any reasons, whatsoever, before receipt of your acceptance of the same.

14.4. This letter constitutes the complete understanding between the Trainee and the Company regarding the terms of the Training with the Company. This supersedes any and all other agreements, either written or oral, between Trainee and the Company in this regard. Any modification of this letter will be effective only if it is in writing, signed by both parties.

14.5. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

We look forward to you joining the Training. We are certain that as a participant of the Training, you will find challenge, satisfaction, and opportunity in your association with the Company.

Yours sincerely,

For and on behalf of
Think & Learn Pvt. Ltd.
Human Resource

Acknowledgment and Consent

I hereby confirm that I have read, understood and accept the terms set out in this Letter and agree and accept the same.

Signature of the Trainee

This is system generated letter and does not require an authorized signature

Indicative Terms of the permanent position referred to in Clause 13 of the Letter

As mentioned in clause 13 of the Letter, pursuant to completion of the Training, the Company shall conduct a qualitative and quantitative analysis of the performance of the Trainee during the Training Period, successful completion of the Training and fulfillment of the conditions mentioned in this Letter. Subject to such assessment, the Company may, at its sole discretion, may provide an offer of a permanent employment position to the Trainee on the indicative terms and benefits set out below:

1. **Prospective Role:** The individual may be engaged in the role of a Business Development Associate ("BDA") , which may be either in (i) Pre-sales; (ii) Centre-sales or (iii) Inside sales, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. There will be a probation period of 30 days upon joining as an associate
2. **Prospective Compensation:** During the probation period, your compensation will be at the same rate as that during the training period. [Subject to the business requirements and the prevailing market conditions, the prospective annual compensation offered with a permanent position, if any, will be as per the prevalent market practice and will be subject to tax as required under the applicable law.] or [Subject to the business requirements and the prevailing market conditions, the prospective annual compensation offered with a permanent position after completion of the probation period, can be INR 4.5 Lakhs to

5.5 Lakhs (Fixed) & 3 Lakhs (Variable) Annually .

3. Prospective Location: In the event a permanent position is offered by the Company, the work location could be either the location where the OJT Training was conducted or any other location as may be determined by the Company from time to time. The Company will reserve the right to transfer the individual to any location, as the Company may deem fit, from time to time.

4. The terms stipulated in this Annexure are only indicative and shall not be construed as any commitment or guarantee provided by the Company with respect to any employment with the Company.



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Date: 15/09/2023

POL/SGS/Sep/23

Dear Jairaj J,

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **15/09/2023**
Your Net Take hand will be **INR 17,331/-**
- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!

Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

(Acceptance Signature and Date)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



Date: 15/09/2023

POL/SGS/Sep/23

Dear Jairaj J,

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **15/09/2023**
Your Net Take hand will be **INR 17,331/-**
- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!

Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

(Acceptance Signature and Date)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

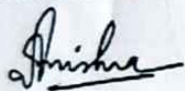
CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)

| Salary | Monthly CTC |
|-------------------------------|------------------|
| Basic | 17,794.00 |
| Bonus | 1,482.00 |
| Gross Earning | 19,276.00 |
| PF (Employer's Contribution) | 1,800.00 |
| ESI (Employer's Contribution) | 626 |
| Insurance | 100 |
| CTC | 21,802.00 |
| PF (Employee's Contribution) | 1,800.00 |
| ESI (Employee's Contribution) | 145 |
| Gross Deduction | 1945 |
| Net Pay | 17,331.00 |

With warm regards, Yours truly,
For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

FIXED TERM CONTRACT OF EMPLOYMENT

Dear Jestin Varkey,

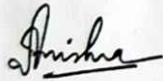
We are pleased to offer you employment in our organization as **Associate CS Internet**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid from **03 Nov 2023** to **02 Feb 2024** Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned Project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein
3. During the period of the fixed contract, your services could be deputed at the sole discretion of the Management to any of our client's company to do work pertaining to or incidental to the clients business
4. Details of your salary break up with components are as per the enclosure.
5. You will be covered under a Group Accident Insurance Scheme to the extent of Rs 200000 and medical insurance up to Rs 100000 per annum. This policy will come into effect after 30 days of an employee joining the company.
6. You will be eligible for leave as per the company policy, during the period of your contract of employment.
7. You will be entitled to all statutory benefits wherever applicable during the fixed period of contract.
8. The contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy, and growth among all members of the CIEL HR family. As a new entrant, we would like you to whole-heartedly contribute to this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return it to us.
With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions

Signature:
Date:


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
F...

DEPUTATION

Dear **Jestin Varkey**,

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED with effect from **03 Nov 2023**. The terms and conditions of your deputation will be as follows:

1. You will, with effect from **03 Nov 2023**, be required to work at our client's office/premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of CIEL HR.
3. In the day to day functioning or responsibilities, you will receive instructions from SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED.
5. You shall be bound to follow the working hours of SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED.
6. You shall take care not to disclose confidential information/trade secrets, etc that you may come across in the course of your responsibilities to anyone outside our client and use such information only in connection with the service provided to SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our client. This arrangement is purely a contractual agreement between CIEL HR and SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED entrusted to you in the due discharge of your duties and shall indemnify SUTHERLAND GLOBAL SERVICES PRIVATE LIMITED when there is a loss of any kind to the said property.

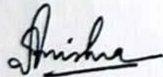
All the other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

With warm regards,

Yours truly,

For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimanoor

| | | | |
|----------------------|----------------------------|---------------|-------------|
| Name | Jestlin Varkey | Location | ERNAKULAM |
| Designation | Associate CS Internet | Employee Code | 146852 |
| Father Name | Joseph Thevaradhyil Varkey | DOB | 31 Oct 2001 |
| Period Of Employment | 03 Nov 2023 to 02 Feb 2024 | | |

| Salary | Monthly CTC | Annual CTC |
|-------------------------|------------------|--------------------|
| Basic | 17,794.00 | 2,13,528.00 |
| Statutory Monthly Bonus | 1,482.00 | 17,784.00 |
| Gross Earning | 19,276.00 | 2,31,312.00 |
| Employer PF | 1,800.00 | 21,600.00 |
| Employer ESI | 627.00 | 7,524.00 |
| Insurance | 100.00 | 1,200.00 |
| CTC | 21,803.00 | 2,61,636.00 |
| PF | 1,800.00 | 21,600.00 |
| ESIC | 145.00 | 1,740.00 |
| Gross Deduction | 1,945.00 | 23,340.00 |
| Net Pay | 17,331.00 | 2,07,972.00 |

With warm regards,

Yours truly,
 For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
 CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:



PRINCIPAL
 ERNAKULAM COLLEGE OF ENGINEERING



Date: 15/09/2023

POL/SGS/Sep/23

Dear Joel Jaimon ,

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **15/09/2023**

Your Net Take hand will be **INR 17,331/-**

- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!

Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

(Acceptance Signature and Date)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



| Salary | Monthly CTC |
|-------------------------------|------------------|
| Basic | 17,794.00 |
| Bonus | 1,482.00 |
| Gross Earning | 19,276.00 |
| PF (Employer's Contribution) | 1,800.00 |
| ESI (Employer's Contribution) | 626 |
| Insurance | 100 |
| CTC | 21,802.00 |
| PF (Employee's Contribution) | 1,800.00 |
| ESI (Employee's Contribution) | 145 |
| Gross Deduction | 1945 |
| Net Pay | 17,331.00 |

With warm regards, Yours truly,
For CIEL HR Services Pvt Ltd.

Aditya Narayan Mishra CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING

CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



Date: 08/09/2023
POL/SGS/Sep/23

Dear **Priya Varghese,**

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **08/09/2023**
Your Net Take hand will be **INR 17,331/-**
- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!
Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

(Acceptance Signature and Date)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

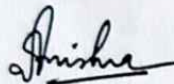
CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)

| Salary | Monthly CTC |
|-------------------------------|------------------|
| Basic | 17,794.00 |
| Bonus | 1,482.00 |
| Gross Earning | 19,276.00 |
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| ESI (Employer's Contribution) | 626 |
| Insurance | 100 |
| CTC | 21,802.00 |
| PF (Employee's Contribution) | 1,800.00 |
| ESI (Employee's Contribution) | 145 |
| Gross Deduction | 1945 |
| Net Pay | 17,331.00 |

With warm regards, Yours truly,
For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra CEO

I hereby accept the above-mentioned terms and conditions
Signature:
Date:



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING

Date:01-09-2023

Welcome Note

Dear Mr. Eldhose Babu

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to Click Here
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

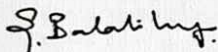
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Date: 01-09-2023

To,
Mr. Ekhose Babu,
Empcode -1642166


FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of 3 months from 01-09-2023 to 30-11-2023. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deutees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstad's processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

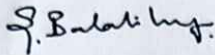
Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



**Authorized Signatory
Balakrishnan S
Head - HRSSC**

Acceptance:

I Eldhose Babu have read and hereby accept the above mentioned terms and conditions

Signature : 2433270

Date : 01-09-2023 17:50:11



**PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor**

Date: 01-09-2023

Mr. Eklhose Babu,
Empcode -1642166

DEPUTATION LETTER

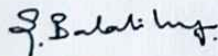
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 01-09-2023 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 01-09-2023, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Eklhose Babu have read and hereby accept the above mentioned terms and conditions

Signature : 2433270

Date : 01-09-2023 17:50:11

Schedule A

Assignment Details of Ekdhose Babu

| | |
|---------------------------------|------------------------------------|
| Name | Ekdhose Babu |
| Client Name | Sutherland Global Services Pvt Ltd |
| Place of Deputed | KOCHI |
| Designation | Associate |
| Start date of Assignment | 01-09-2023 |
| End date of Assignment | 30-11-2023 |

Annexure 1: Salary Break - Up Details

| Component | Monthly | Yearly |
|----------------------------------|------------------|-------------------|
| Basic | 17,794.00 | 213,528.00 |
| Statutory Bonus | 1,482.00 | 17,784.00 |
| Gross Salary | 19,276.00 | 231,312.00 |
| Employer's Contribution to ESI | 627.00 | 7,524.00 |
| Employer's Contribution to EPF | 1,800.00 | 21,600.00 |
| Insurance | 112.00 | 1,344.00 |
| CTC (Cost to the company) | 21,815.00 | 261,780.00 |
| Employee's Contribution to EPF | 1,800.00 | 21,600.00 |
| Employee's Contribution to ESI | 145.00 | 1,740.00 |
| Total Deduction | 1,945.00 | 23,340.00 |
| Net-Take Home | 17,331.00 | 207,972.00 |

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential

For Randstad India Pvt Ltd.

Accepted By

S. Balakrishnan

2433270

Authorized Signatory
Balakrishnan S
Head - HRSSC

Ekdhose Babu

[Signature]

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Filiampoor

General Terms & Conditions

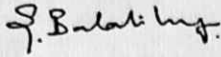
1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (canceled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.



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As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Eldhose Babu have read and hereby accept the above mentioned terms and conditions

Signature : 2433270

Date : 01-09-2023 17:50:11




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to

your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

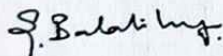
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



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ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Eldhose Babu

Title

Associate

Signature : 2433270

Date : 01-09-2023 17:50:11

(Randstad India Ltd.)

By

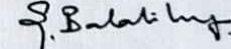
.....

Name

Balakrishnan S

Title

Head - HRSSC



Authorized Signatory

Registered Office :

Randstad India Private Ltd

Randstad House,

Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,

Nungambakkam, Chennai 600 006.

P +91 (0) 44 66227000 F +91 (0) 44 66227474

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimannur

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 01-09-2023 day of 2023 at KOCHI by Mr/Ms Eldhose Babu Son/Daughter of Babu K C aged about 22 years and residing at ,, hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

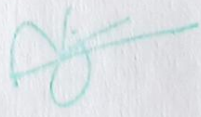
The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474



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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

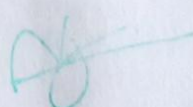
covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

Registered Office :

Randstad India Private Ltd
 Randstad House,
 Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
 Nungambakkam, Chennai 600 006.
 P +91 (0) 44 66227000 F +91 (0) 44 66227474



PRINCIPAL
 ANGALAM COLLEGE OF ENGINEERING
 Ettimanoor

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....
Name

Eidhose Babu

Title

Associate

Signature : 2433270

Date : 01-09-2023 17:50:11

(Randstad India Ltd.)

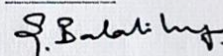
By

.....
Name

Balakrishnan S

Title

Head - HRSSC



Authorized Signatory

Self-Declaration & Undertaking form

Name: Eldhose Babu
Deputee ID: 2433270
Empcode -1642166
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that I would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed : 2433270

Date : 01-09-2023



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Ettimamoor



Date: 15/09/2023

POL/SGS/Sep/23

Dear Kiran E P,

Provisional Offer of Employment for Fixed term Contract

We are pleased to offer you employment in our organization as **Associate CS Internet**, your services are being deputed to **Sutherland Global Services Private Limited** on the following terms and conditions

- Your employment will be valid from **15/09/2023**
Your Net Take hand will be **INR 17,331/-**
- Your employment is subject to:
 - a. Proof of your educational certificates, Age Proof and Passport size photographs.
 - b. You have to fill joining Form, Applicant Profile form and PF Nomination form etc. and arrange to submit it on or before joining.
- Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting this provisional offer.
- The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!
Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

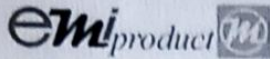
(Acceptance Signature and Date)

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING

CIEL HR Services Private Limited

Regd Off: 3rd Floor, 'Amble Side', No.8, KNK Road, Nungambakkam, Chennai -600006

Tel: +91-44-4910 9999 E-mail: info@cielhr.com Web: www.cielhr.com (CIN No: U74140TN2010PTC077095)



EMI product , World Trade Center
22nd floor , Brigade Gateway Campus Unit no 2201, No26/1, Bengaluru 650055

Registered office
EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Ajith Joy
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of Trainee Engineer

Dear Sir,

We are in receipt of your application for the post of Trainee Engineer. We are pleased to inform you that our organization has found you eligible for the profile described.

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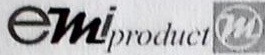
We hope to have a long successful professional relationship with you and wish you all the very best.

Thanking You


EMI PRODUCTS

SUBJECT TO BENGALURU JURISDICTION


PRINCIPAL
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Registered office
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Ajay Das Manikunnel
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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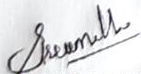
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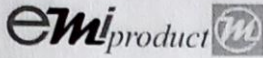
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Thanking You


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Registered office
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Vijay Nagar
Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Adithya Shine
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

Dear Sir,

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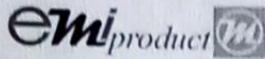
Thanking You


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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Abin Joy
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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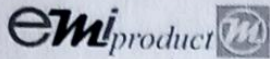
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Thanking You

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Date: 8/4/2023

To,
Adarsh Joseph
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of Trainee Engineer

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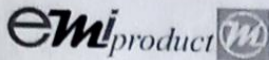
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Thanking You


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Registered office

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893/C 10th cross 80 feet road,

Vijay Nagar

Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,

Adithyan S

Mangalam College of Engineering

Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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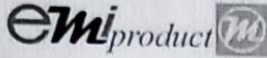
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Thanking You


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Registered office
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893/C 10th cross 80 feet road,
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Ajith K G N
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of Trainee Engineer

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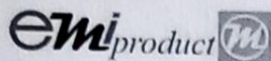
We hope to have a long successful professional relationship with you and wish you all the very best.

Thanking You

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EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Akshay P S
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

Dear Sir,

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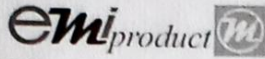
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Thanking You


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EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Akshay Raj
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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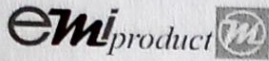
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Thanking You

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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
Akshay V J
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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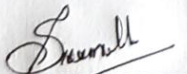
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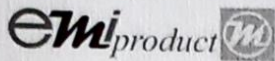
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893/C 10th cross 80 feet road,

Vijay Nagar

Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,

PARVATHY PARTHASARATHY

Mangalam College of Engineering

Ettumanoor, Kottayam.

Letter of Appointment

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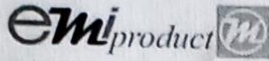
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Date: 8/4/2023

To,

PRANAV P J

Mangalam College of Engineering

Ettumanoor, Kottayam.

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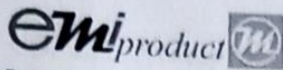
We hope to have a long successful professional relationship with you and wish you all the very best.

Thanking You

EMI PRODUCTS

SUBJECT TO BENGALURU JURISDICTION

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



EMI product , World Trade Center
22nd floor , Brigade Gateway Campus Unit no 2201, No26/1, Bengaluru 650055

Registered office
EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
PRIYA VARGHESE
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

Dear Sir,

We are in receipt of your application for the post of Trainee Engineer. We are pleased to inform you that our organization has found you eligible for the profile described.

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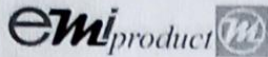
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
REMIN RAFI
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

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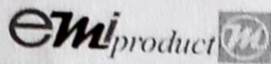
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
RINO JOSEPH
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

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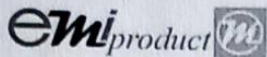
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Date: 8/4/2023

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R RAJESH
Mangalam College of Engineering
Ettumanoor, Kottayam.

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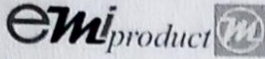
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
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Mangalam College of Engineering
Ettumanoor, Kottayam.

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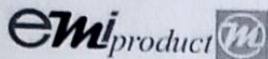
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Registered office
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Date: 8/4/2023

To,
SANANDHU K S
Mangalam College of Engineering
Ettumanoor, Kottayam.

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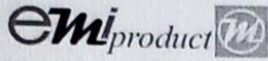
Thanking You


EMI PRODUCTS

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR, KOTTAYAM



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22nd floor , Brigade Gateway Campus Unit no 2201, No26/1, Bengaluru 650055

Registered office

EMI PRODUCT

893/C 10th cross 80 feet road,

Vijay Nagar

Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,

SANJAY SURESH

Mangalam College of Engineering

Ettumanoor, Kottayam.

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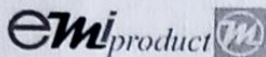
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Bengaluru Karnataka 9947340387

Date: 8/4/2023

To,
SARAN SASIDHARAN
Mangalam College of Engineering
Ettumanoor, Kottayam.

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING

KEYS INDUSTRIES

INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To,

JITHU MOHAN

Mangalam College of Engineering
Ettumanoor, Kottayam.

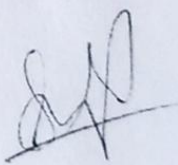
Date: 10.08.2023


Letter of Appointment

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5. Your condition of service will be governed by the rules and regulation made by the Management from time to time.
6. You are required to provide a notice period of 90 days. Company may accept the resignation immediately or in a time period of less than 1 month to 3 months based on the priorities.

You are requested to join the duty on or before 11.09.2023.


With Best Wishes
Yours Faithfully


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

KEYS INDUSTRIES

INDUSTRIAL ESTATE

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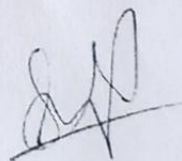
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

KEYS INDUSTRIES

INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To,

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Mangalam College of Engineering
Ettumanoor, Kottayam.

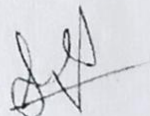
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MANGALAM COLLEGE OF ENGINEERING

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ETTUMANOOR - 686 631

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Mangalam College of Engineering
Ettumanoor, Kottayam.

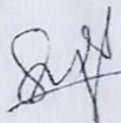
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PRINCIPAL
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To,

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Mangalam College of Engineering
Ettumanoor, Kottayam.


Date: 10.08.2023

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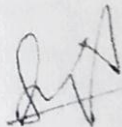
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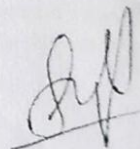
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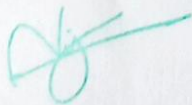
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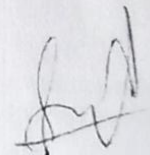
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MANGALAM COLLEGE OF ENGINEERING
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INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To,

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Mangalam College of Engineering
Ettumanoor, Kottayam.

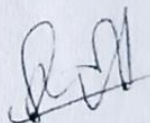
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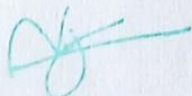
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You are requested to join the duty on or before 11.09.2023.



With Best Wishes
Yours Faithfully



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

KEYS INDUSTRIES

INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To,

MANU DEV M
Mangalam College of Engineering
Ettumanoor, Kottayam.

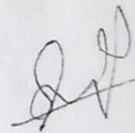
Date: 10.08.2023

Letter of Appointment

With reference to the campus interview conducted at Mangalam College of Engineering, Kottayam, we are pleased to appoint you as Trainee Engineer subject to your acceptance of the following terms and conditions.

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With Best Wishes
Yours Faithfully



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

KEYS INDUSTRIES

INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To,

JITHIN G NAIR

Mangalam College of Engineering
Ettumanoor, Kottayam.

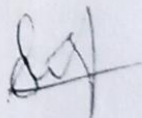
Date: 10.08.2023

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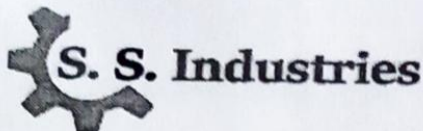
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With Best Wishes
Yours Faithfully



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



SS Engineering Works
12th Block, Industrial Area, Kollad 686004

To
Amal E S
Mangalam College of Engineering
Ettumanor, Kottayam.

Date: 10.08.2023

Letter of Appointment

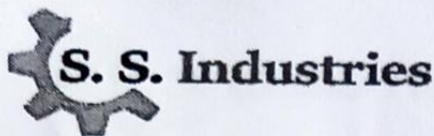
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Amal Jagadeesh
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

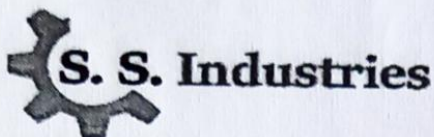
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING

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Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

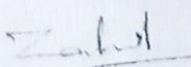
To
Amal Kumar P P
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

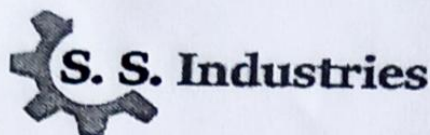
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Yours Faithfully


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Anand K Raj
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING

With Best Wishes
Yours Faithfully



S. S. Industries

S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Anandu Sajeev
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

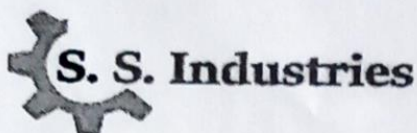
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Anandu Soman
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

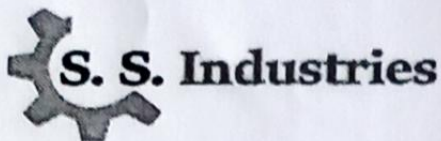
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MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Ananthu Sabu
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

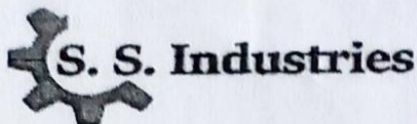
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Anoop Ajayan
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

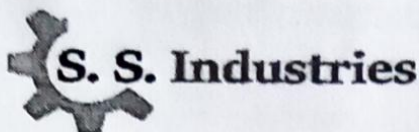
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MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

Date: 10.08.2023

To
Ansil V Harris
Mangalam College of Engineering
Ettumanor, Kottayam.

Letter of Appointment

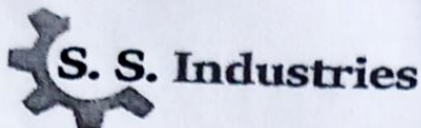
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



S S Engineering Works
12th Block, Industrial Area, Kollad 686004

To
Aravind P
Mangalam College of Engineering
Ettumanor, Kottayam.

Date: 10.08.2023

Letter of Appointment

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanor

With Best Wishes
Yours Faithfully



SMITHA METAL INDUSTRIES

NEAR M. G. UNIVERSITY

ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

FAMY ANTONY
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

APPOINTMENT ORDER

Apropos to the interview you had with us, we are pleased to appoint you as Trainee Engineer on probation for a period of 1 year w.e.f 01.09.2023, subject to the following terms and conditions:

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- 2) You will devote your whole time attention in work and will not undertake any other direct/indirect business or any other honorary work while you are in our service without the specific written approval.
- 3) You will not reveal to any individual or organization by word of mouth or otherwise any particulars, know- how procedures or any other organizational information whether confidential secret or otherwise which you may get acquainted with.
- 4) In case you want to leave the job during the probationary period due to any reason, you will have to give 1 month's notice or one month salary in lieu of shortfall in the notice period.
- 5) During the probationary period you will be liable to discharge all the duties assigned to you and you shall be required to work in any of our unit/division and carryout the instructions issued by the management from time to time.
- 6) During this period, the management has the discretion to terminate your service due to any reason without any notice or to extend the probationary period if required.
- 7) On completion of probation, further continuance of service will depend upon your merit and overall performance.

If agreeable to the above terms and conditions, please sign and return the duplicate copy of this letter to us as a token of your having read, understood and accepted the same.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



SMITHA METAL INDUSTRIES

NEAR M. G. UNIVERSITY

ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ARUN RAJU
Mangalam College of Engineering
Ettumanoor,
Kottayam


Date: 07.08.2023

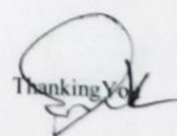
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PRINCIPAL
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Ettumanoor


Thanking You



SMITHA METAL INDUSTRIES

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ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ARJUN P
Mangalam College of Engineering
Ettumanoor,
Kottayam

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PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

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Ettumanoor,
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



SMITHA METAL INDUSTRIES

NEAR M. G. UNIVERSITY
ATHIRAMPUZHA P. O., KOTTAYAM - 686 562
PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ARAVIND SHINE
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

APPOINTMENT ORDER

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Thanking You



SMITHA METAL INDUSTRIES

NEAR M. G. UNIVERSITY
ATHIRAMPUZHA P. O., KOTTAYAM - 686 562
PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ALEN JOSE
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Thanking You



SMITHA METAL INDUSTRIES

NEAR M. G. UNIVERSITY

ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ALEX MATHEW GEORGE
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

APPOINTMENT ORDER

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ABHIJIT SHAJU
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

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ABDHULROUF C A
Mangalam College of Engineering
Ettumanoor,
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ABHIJIT S
Mangalam College of Engineering
Ettumanoor,
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ABHINAND VIJAY
Mangalam College of Engineering
Ettumanoor,
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Date: 07.08.2023

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FELIX ALEXANDER
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 07.08.2023

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GOPIKRISHNA B
Mangalam College of Engineering
Ettumanoor,
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Date: 07.08.2023

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GOVIND S NAIR,
Mangalam College of Engineering
Ettumanoor,
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SAYANA NIYAS
Mangalam College of Engineering
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Date: 07.08.2023

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SARUN C S
Mangalam College of Engineering
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NIKHIL VARGHESE
Mangalam College of Engineering
Ettumanoor,
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NIDHIN KRISHNA
Mangalam College of Engineering
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MATHEWS CHACKO
Mangalam College of Engineering
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JAYASHANKAR PILLAI
Mangalam College of Engineering
Ettumanoor,
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Mangalam College of Engineering
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27th June 2023

Full Name: DIVYA ANNA SAJU

Institute: MANGALAM COLLEGE OF ENGINEERING

Dear DIVYA ANNA SAJU,

This is in reference to your participation in the Campus Placement Program for the position of NAPS Apprentice

With reference to your application and subsequent rounds of interview you had with us, we are pleased to offer you Apprenticeship Training under Apprentice Act 1961 for a period of 1 year.

Your date of joining with us will be 3rd July 2023. During your training period, you will be paid a consolidated stipend of Rs.20,000 per month. As per the program structure, your location/function for this period will be allocated/communicated to you well in advance before your joining and you'll be required to report to the respective location.

Your certificate of successful completion of Apprenticeship will be governed by terms and conditions applicable to Apprentice of Ultratech Cement Limited.

The offer is based on the sanctity of the information provided by you with respect to your academics and other personal details. Your appointment is also subject to you being medically fit at all times.

Kindly provide your acceptance of this offer by signing below.

We look forward to mutually beneficial association.

UltraTech Cement Limited
For Ready Mix Concrete Division

Hamsini Ramamurthy
Zonal Head - Human Resource

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



UltraTech Cement Limited
(Ready Mix Concrete Division)
Ahura Centre, A-wing, 3rd Floor,
Mahakali Caves Road, Andheri(E), Mumbai - 400 093.

Tel +91-22-6691 7274
Fax +91-22-6691 7250
Website www.adityabirla.com
CIN No L26940MH2000PLC128420

Regd. Office:
Ahura Centre, B-Wing, 2nd Floor,
Mahakali Caves Road,
Andheri (E), Mumbai - 400093.



27th June 2023

Full Name: BHAGYA S**

Institute: MANGALAM COLLEGE OF ENGINEERING

Dear BHAGYA S,

This is in reference to your participation in the Campus Placement Program for the position of NAPS Apprentice

With reference to your application and subsequent rounds of interview you had with us, we are pleased to offer you Apprenticeship Training under Apprentice Act 1961 for a period of 1 year.

Your date of joining with us will be **3rd July 2023**. During your training period, you will be paid a consolidated stipend of Rs.20,000 per month. As per the program structure, your location/function for this period will be allocated/communicated to you well in advance before your joining and you'll be required to report to the respective location.

Your certificate of successful completion of Apprenticeship will be governed by terms and conditions applicable to Apprentice of Ultratech Cement Limited.

The offer is based on the sanctity of the information provided by you with respect to your academics and other personal details. Your appointment is also subject to you being medically fit at all times.

Kindly provide your acceptance of this offer by signing below.

We look forward to mutually beneficial association.

UltraTech Cement Limited
For Ready Mix Concrete Division

Hamsini Ramamurthy
Zonal Head - Human Resource

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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CIN No L26940MH2000PLC128420

Regd. Office:
Ahura Centre, B-Wing, 2nd Floor,
Mahakali Caves Road,
Andheri (E), Mumbai - 400093.



27th June 2023

Full Name: JENITA KURIAKOSE

Institute: MANGALAM COLLEGE OF ENGINEERING

Dear JENITA,

This is in reference to your participation in the Campus Placement Program for the position of NAPS Apprentice

With reference to your application and subsequent rounds of interview you had with us, we are pleased to offer you Apprenticeship Training under Apprentice Act 1961 for a period of 1 year.

Your date of joining with us will be **3rd July 2023**. During your training period, you will be paid a consolidated stipend of Rs.20,000 per month. As per the program structure, your location/function for this period will be allocated/communicated to you well in advance before your joining and you'll be required to report to the respective location.

Your certificate of successful completion of Apprenticeship will be governed by terms and conditions applicable to Apprentice of Ultratech Cement Limited.

The offer is based on the sanctity of the information provided by you with respect to your academics and other personal details. Your appointment is also subject to you being medically fit at all times.

Kindly provide your acceptance of this offer by signing below.

We look forward to mutually beneficial association.

UltraTech Cement Limited
For Ready Mix Concrete Division

Hamsini Ramamurthy
Zonal Head - Human Resource

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



UltraTech Cement Limited
(Ready Mix Concrete Division)
Ahura Centre, A-wing, 3rd Floor,
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Tel +91-22-6691 7274
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Andheri (E), Mumbai - 400093.



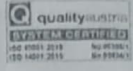
Marymatha

INFRASTRUCTURE PRIVATE LIMITED

CIN : U45309KL2019PTC058816

(Formerly Marymatha Construction Company)

Registered Office : Marymatha Square,
Arakuzha Road, Muvattupuzha, Pin:686661
info@marymathagroup.com
0485 2838500 to 2838520
www.marymathagroup.com



Corporate Office : 6th Floor,
Chakkolas Heights, Seaport-Airport Road,
Chittethukara, Cochin - 37
corporate@marymathagroup.com
0484 2414300 to 2414320

No: MIPL/RO/D/23/212

Date: 30.05.2023

To

The Placement Officer,

Mangalam College of Engineering,

Mangalam Hills, Ettumanoor

Sir,

Sub: Campus placement at Mangalam College of Engineering by Marymatha Infrastructure Pvt Ltd - List of shortlisted candidates - reg.

We are attaching herewith the list of 26 shortlisted candidates from the S8 Civil batch of that college. Once these students complete their course and finish their exams, they can be appointed as trainees in the company against prospective vacancies available at that time as per company norms. Interested candidates from the attached list may be advised to apply to the company by email to hradmin@marymathagroup.com. Please note that the no ranking has been done among the shortlisted candidates.

We thank you for the opportunity given to us for conducting the campus interview at Mangalam College of Engineering.

Encl: a/s

General Manager (Administration)

V. M. Sunil

General Manager (Administration)
Marymatha Infrastructure Pvt. Ltd.
Arakuzha Road, Muvattupuzha-686 661

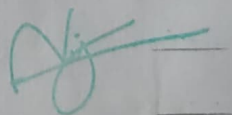


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Engineering Changes... Changes Lives

MIPL - List of Selected Candidates from Mangalam
College of Engineering

| Sl. No: | NAME | Status |
|---------|----------------------|--------|
| 1 | Unnimaya MT | |
| 2 | Smruthy Mohanan | |
| 3 | Sebin Sabu | |
| 4 | Robin Scaria | |
| 5 | Pooja Pramod | |
| 6 | Joyal Joseph | |
| 7 | Dharmavruthan S | |
| 8 | Chichu Babu | |
| 9 | Bibin Varghese | |
| 10 | Athira Haridas | |
| 11 | Arathi S | |
| 12 | Arathy Raj R | |
| 13 | Anushamol S | |
| 14 | Anitta Paul | |
| 15 | Anchu S | |
| 16 | Amina S | |
| 17 | Ajay Raj | |
| 18 | Jithin Viju | |
| 19 | Geethu Subash | |
| 20 | Sreelakshmi Suresh | |
| 21 | Sandra S | |
| 22 | Krishnapriya-B | |
| 23 | V Aadithy | |
| 24 | Binisha Saira Philip | |
| 25 | Achu S | |
| 26 | Varsha B | |



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING



LEO ASSOCIATES

ARCHITECTS & ENGINEERS

11th FLOOR, KOCHUVEETIL BUILDING

NEAR S.B. COLLEGE

CHANGANACHERRY, KERALA, INDIA

Ph: 0481-2426168 (O), 8848695314 (M)

E.mail: leochanganacherry@gmail.com

Date 10-07-2023

Dear Mr Amman Sajan

Congratulations! We are pleased to confirm you that you have been selected for Leo Associates. We are delighted to make you the following job offer

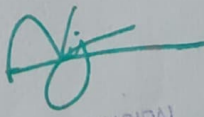
The Position we offer you is that of Junior Structural Engineer with an annual cost to the company as Rs.156000/-

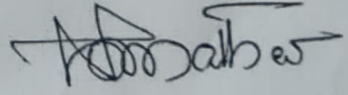
We would like you to start work on 04/09/2023 Please report to our office for documentation & orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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

Accepted by
Amman Sajan


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor


PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



LEO ASSOCIATES

ARCHITECTS & ENGINEERS

11th FLOOR, KOCHUVEETIL BUILDING

NEAR S.B. COLLEGE

CHANGANACHERRY, KERALA, INDIA

Ph: 0481-2426168 (O), 8848695314 (M)

E.mail: leochanganacherry@gmail.com

Date 10-07-2023

Dear Mr Bikku Biju

Congratulations! We are pleased to confirm you that you have been selected for Leo Associates. We are delighted to make you the following job offer

The Position we offer you is that of Junior Structural Engineer with an annual cost to the company as Rs.156000/-

We would like you to start work on 04/09/2023 Please report to our office for documentation & orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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

Accepted by
Bikku Biju

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F14
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



LEO ASSOCIATES

ARCHITECTS & ENGINEERS

11th FLOOR, KOCHUVEETIL BUILDING

NEAR S.B. COLLEGE

CHANGANACHERRY, KERALA, INDIA

Ph: 0481-2426168 (O), 8848695314 (M)

E.mail: leochanganacherry@gmail.com

Date 10-07-2023

Dear Mr Jimil Thomas

Congratulations! We are pleased to confirm you that you have been selected for Leo Associates. We are delighted to make you the following job offer

The Position we offer you is that of Junior Structural Engineer with an annual cost to the company as Rs.156000/-

We would like you to start work on 04/09/2023 Please report to our office for documentation & orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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

Accepted by
Jimil Thomas

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



LEO ASSOCIATES

ARCHITECTS & ENGINEERS

11th FLOOR, KOCHUVEETIL BUILDING

NEAR S.B. COLLEGE

CHANGANACHERRY, KERALA, INDIA

Ph: 0481-2426168 (O), 8848695314 (M)

E-mail: leochanganacherry@gmail.com

Date 10-07-2023

Dear Ms.Megha Meenu Unni

Congratulations! We are pleased to confirm you that you have been selected for Leo Associates. We are delighted to make you the following job offer

The Position we offer you is that of Junior Structural Engineer with an annual cost to the company as Rs.156000/

We would like you to start work on 04/09/2023 Please report to our office for documentation & orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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

Accepted by

Megha Meenu Unni

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768

LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10168

Ms Aleena Alan

Mob : 9495158943

We are pleased to offer you employment at Lavitha Constructions. We feel that your skills and background will be valuable asset to our team

Per our discussion ,the position is Civil Engineer. Your starting date will be 11/09/2023

If You accept our offer of employment, the following terms and conditions will apply

- (a) Salary: Consolidated Salary of Rs.12000/month
- (b) Joining Date: Immediately
- (c) Notice Period: One Month[Mandatory]

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

Signatory

For Lavitha Constructions

Authorized signature



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10172

Ms Avani S

Mob: 9497176187

We are pleased to offer you employment at Lavitha Constructions. We feel that your skills and background will be valuable asset to our team

Per our discussion ,the position is Civil Engineer.Your starting date will be 11/09/2023

If you accept our offer of employment, the following terms and conditions will apply

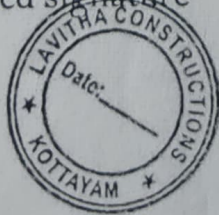
- (a) Salary: Consolidated Salary of Rs.12000/month
- (b) Joining Date: Immediately
- (c) Notice Period: One Month[Mandatory]

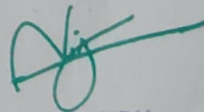
Please confirm your acceptance of this letter your acceptance of this offer by signing and returning a copy of this offer letter

Signatory

For Lavitha Constructions

Authorized signature




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10174

Ms Sreya Shaji

Mob: 9744912311

We are pleased to offer you employment at Lavitha Constructions. We feel that your skills and background will be valuable asset to our team

Per our discussion ,the position is Civil Engineer.Your starting date will be 11/09/2023

If you accept our offer of employment, the following terms and conditions will apply

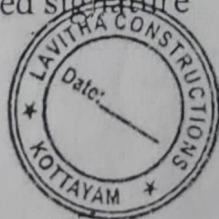
- (a) Salary: Consolidated Salary of Rs.12000/month
- (b) Joining Date: Immediately
- (c) Notice Period: One Month[Mandatory]

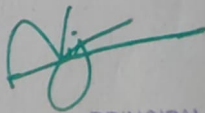
Please confirm your acceptance of this letter your acceptance of this offer by signing and returning a copy of this offer letter

Signatory

For Lavitha Constructions

Authorized signature




PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10176

Mr Midhun Sethu

Mob: 7994959073

We are pleased to offer you employment at Lavitha Constructions. We feel that your skills and background will be valuable asset to our team

Per our discussion ,the position is Civil Engineer. Your starting date will be 11/09/2023

If you accept our offer of employment, the following terms and conditions will apply

- (a) Salary: Consolidated Salary of Rs.12000/month
- (b) Joining Date: Immediately
- (c) Notice Period: One Month[Mandatory]

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

Signatory

For Lavitha Constructions

Authorized signature



PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ph: 9446121458
9562767497
7558908893

Date: 07-07-2023

Name: Ajith V

Subject: Appointment letter

Dear Ajith V

With reference to your application and subsequent interview conducted at our office, we are pleased to appoint you as a junior engineer to our company. This confirmation will take effect from the day you join duty which should be on 17/07/2023. If you accept our offer of employment the following terms and conditions will apply

- A) Salary: Consolidated salary of 15000/
- B) Joining date: Immediately
- C) Notice Period: 1 month

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Managing Director



KOTTAYAM - IDUKKI
Email: shinojigopi@gmail.com

Ph: 9446121458
9562767497
7558908893

Date: 07-07-2023

Name: Arya N R

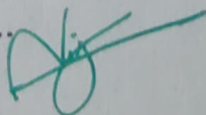
Subject: Appointment letter

Dear Arya N R

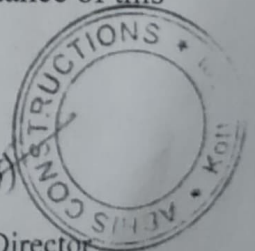
With reference to your application and subsequent interview conducted at our office, we are pleased to appoint you as a junior engineer to our company. This confirmation will take effect from the day you join duty which should be on 17/07/2023. If you accept our offer of employment the following terms and conditions will apply

- A) Salary: Consolidated salary of 15000/
- B) Joining date: Immediately
- C) Notice Period: 1 month

Kindly return the copy of this offer duly signed as a token of acceptance of this letter


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor


Managing Director





KOTTAYAM - IDUKKI
Email: shinojigopi@gmail.com

Ph: 9446121458
9562767497
7558908893

Date: 07-07-2023

Name: Milan Sreemath

Subject: Appointment letter

Dear Milan Sreemath

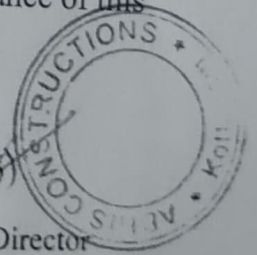
With reference to your application and subsequent interview conducted at our office, we are pleased to appoint you as a junior engineer to our company. This confirmation will take effect from the day you join duty which should be on 17/07/2023. If you accept our offer of employment the following terms and conditions will apply

- A) Salary: Consolidated salary of 15000/
- B) Joining date: Immediately
- C) Notice Period: 1 month

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Managing Director





Ph: 9446121458
9562767497
7558908893

Date: 07-07-2023

Name: Roshan Reji

Subject: Appointment letter

Dear Roshan Reji

With reference to your application and subsequent interview conducted at our office, we are pleased to appoint you as a junior engineer to our company. This confirmation will take effect from the day you join duty which should be on 17/07/2023. If you accept our offer of employment the following terms and conditions will apply

- A) Salary: Consolidated salary of 15000/
- B) Joining date: Immediately
- C) Notice Period: 1 month

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Etumanoor

Managing Director



KOTTAYAM - IDUKKI
Email: shinojigopi@gmail.com

Ph: 9446121458
9562767497
7558908893

Date: 07-07-2023

Name: Jithu Sreekumar


Subject: Appointment letter

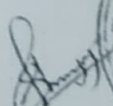
Dear Jithu Sreekumar

With reference to your application and subsequent interview conducted at our office, we are pleased to appoint you as a junior engineer to our company. This confirmation will take effect from the day you join duty which should be on 17/07/2023. If you accept our offer of employment the following terms and conditions will apply

- A) Salary: Consolidated salary of 15000/
- B) Joining date: Immediately
- C) Notice Period: 1 month

Kindly return the copy of this offer duly signed as a token of acceptance of this letter


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor


Managing Director





KOODARAM

BUILDERS AND INTERIOR

Verarapalve P.O., Charummoodu, Pin- 690505

Ph: 8606482338 • Email: koodarambuilders2010@gmail.com • GSTIN : 32AAYFK1903E1ZH

Date: 25/09/2023

To

Blitto M Kuruvila

Mangalam College of Engineering

Ettumanoor

Dear Blitto M Kuruvila

Following our recent discussions we are pleased to offer you the position of site engineer at KOODARAM BUILDERS AND INTERIORS. We feel that your resume and skills will be valuable to our company. You will be for a probation period of six months and will be paid by the consolidated amount of Rs.156000 per year. Enclosed is a copy of job description and rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us within 10 days.

We look forward to welcome you as a new Employee at 04/10/2023

Managing Partners



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



KOODARAM

BUILDERS AND INTERIOR

Veraraplaye P.O., Charummoodu, Pin- 690505

Ph: 8606482338 • Email: koodarambuilders2010@gmail.com • GSTIN : 32AAYFK1903E1ZH

Date: 25/09/2023

To

Aiswarya P

Mangalam College of Engineering

Ettumanoor

Dear Aiswarya P

Following our recent discussions we are pleased to offer you the position of site engineer at KOODARAM BUILDERS AND INTERIORS. We feel that your resume and skills will be valuable to our company. You will be for a probation period of six months and will be paid by the consolidated amount of Rs.156000 per year. Enclosed is a copy of job description and rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us within 10 days.

We look forward to welcome you as a new Employee at 04/10/2023

Managing Partners



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING



KOODARAM

BUILDERS AND INTERIOR

Veraraplaive P.O., Charummoodu, Pin- 690505
Ph: 8606482338 - Email: koodarambuilders2010@gmail.com - GSTIN : 32AAYFK1903ETZH

Date: 25/09/2023

To

Vyshnavi G Nath

Mangalam College of Engineering

Ettumanoor

Dear Vyshnavi G Nath

Following our recent discussions we are pleased to offer you the position of site engineer at KOODARAM BUILDERS AND INTERIORS. We feel that your resume and skills will be valuable to our company. You will be for a probation period of six months and will be paid by the consolidated amount of Rs.156000 per year. Enclosed is a copy of job description and rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us within 10 days.

We look forward to welcome you as a new Employee at 04/10/2023


Managing Partners




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



KOODARAM

BUILDERS AND INTERIOR

Veraraplaive P.O., Charummoodu, Pin- 690505
Ph: 8606482338 • Email: koodarambuilders2010@gmail.com • GSTIN : 32AAYFK1903E1ZH

Date: 25/09/2023

To

Febina V Shaji
Mangalam College of Engineering
Ettumanoor

Dear Febina V Shaji

Following our recent discussions we are pleased to offer you the position of site engineer at KOODARAM BUILDERS AND INTERIORS. We feel that your resume and skills will be valuable to our company. You will be for a probation period of six months and will be paid by the consolidated amount of Rs.156000 per year. Enclosed is a copy of job description and rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us within 10 days.

We look forward to welcome you as a new Employee at 04/10/2023


Managing Partners




MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date:24/07/2023

Dear Ms.Aparna B Prasad

Congratulations! We are pleased to confirm you that you have been selected for Palathra Constructions. We are delighted to make you the following job offer


The Position we offer you is that of Site Engineer with an annual cost to the company as Rs.144000/

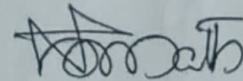
We would like you to start work on 04/09/2023.Please report to our office for documentation & orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and looking forward for working with you

Accepted by
Aparna B Prasad


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F1.
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date: 24/07/2023

Dear Ms.Devika S

Congratulations! We are pleased to confirm you that you have been selected for Palathra Constructions. We are delighted to make you the following job offer

The Position we offer you is that of Site Engineer with an annual cost to the company as Rs.144000/

We would like you to start work on 04/09/2023.Please report to our office for documentation &orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and looking forward for working with you

Accepted by
Devika S

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F1'.
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date:24/07/2023

Dear Mr.Sanjay P Kailas

Congratulations! We are pleased to confirm you that you have been selected for Palathra Constructions. We are delighted to make you the following job offer

The Position we offer you is that of Site Engineer with an annual cost to the company as Rs.144000/

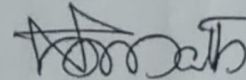
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Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and looking forward for working with you

Accepted by
Sanjay P Kailas


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F1'.
CHARTERED ENGINEER
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P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date:24/07/2023

Dear Ms.Poojamol P R

Congratulations! We are pleased to confirm you that you have been selected for Palathra Constructions. We are delighted to make you the following job offer

The Position we offer you is that of Site Engineer with an annual cost to the company as Rs.144000/

We would like you to start work on 04/09/2023.Please report to our office for documentation &orientation. If this date is not acceptable please contact the office immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and looking forward for working with you

Accepted by
Poojamol P R

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F1'.
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k



OLDAC architects

ONE LINER DESIGNERS AND ARCHITECTS CONSORTIUM
11nd floor, Karunya Building, Podiyadi, Thiruvalla
oldactvl@gmail.com +91 944 7785 696

Subject: Appointment for post of **CIVIL ENGINEER (Trainee)**

Dear Ivin Jacob Tarakan

We are pleased to offer you, the position of Civil engineer (Trainee) with OLDAC Architects on the following conditions.

1. Commencement of Employment

Your employment will be effective, as of 20 Sep 2023

2. Job Title

Your Job title will be Civil engineer (Trainee), and you will report to Mr. Rishikesh Uthaman

3. Salary

Without stipend for training period. After that as per your performance.

4. Place of Posting

You will be posted at Thiruvalla, Pathanamthitta

5. Working Time

The normal working days are Monday to Saturday, 9.00am to 5.30Pm. You will be required to work for such hours as necessary for the proper discharge of your duties to the Office.

6. Acceptance of our offer

Please confirm your acceptance of this contract of employment by signing and returning the duplicate copy while at the time of joining date. And also bring one copy of any ID proof and Original certificate (any certificate).

If you want to be resigned it is necessary to submit the resignation before one month as your period.

Sign:



OLDAC
Planning
Interior
Exterior
Landscape



oldactvl@gmail.com
+919447785696



11 nd Floor,
Karunya Building
Podiyadi
Thiruvalla

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



OLDAC architects
ONE LINER DESIGNERS AND ARCHITECTS CONSORTIUM
IInd floor, Karunya Building, Podiyadi, Thiruvalla
oldactvi@gmail.com +91 944 7785 696

Subject: Appointment for post of **CIVIL ENGINEER (Trainee)**

Dear Cyril George

We are pleased to offer you, the position of Civil engineer (Trainee) with OLDAC Architects on the following conditions.

1. Commencement of Employment

Your employment will be effective, as of 20 Sep 2023

2. Job Title

Your Job title will be Civil engineer (Trainee), and you will report to Mr. Rishikesh Uthaman

3. Salary

Without stipend for training period. After that as per your performance.

4. Place of Posting

You will be posted at Thiruvalla, Pathanamthitta

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Please confirm your acceptance of this contract of employment by signing and returning the duplicate copy while at the time of joining date. And also bring one copy of any ID proof and Original certificate (any certificate).

If you want to be resigned it is necessary to submit the resignation before one month as your period.

Sign:





ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Date :03-10-2023

To

Varsha Madhu

Dear Varsha Madhu

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and back ground will be valuable assets to our team.

As per our discussions, the position is Site Engineer. Your starting date will be 09/10/2023. For the Probation period of six months you will be paid by the consolidated Amount of Rs.13000/ per month. The enclosed Employee Hand book outlines the rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us. A stamped self-addressed envelope is enclosed for your convenience.

We look forward to welcome you as a New Employee at St. Joseph's Constructions

Sincerely

ST. JOSEPH CONSTRUCTION

Nelluvelil Building

Thalanadu P.O., Kottayam DIST.

Kerala - 686580

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Date :03-10-2023

To

Midhun M

Dear Midhun M

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and back ground will be valuable assets to our team.

As per our discussions, the position is Site Engineer. Your starting date will be 09/10/2023. For the Probation period of six months you will be paid by the consolidated Amount of Rs.13000/ per month. The enclosed Employee Hand book outlines the rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us. A stamped self-addressed envelope is enclosed for your convenience.

We look forward to welcome you as a New Employee at St. Joseph's Constructions

Sincerely

ST. JOSEPH CONSTRUCTION
Nelluvelil Building
Thalanadu P.O., Kottayam DIST.
Kerala - 686580

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Date :03-10-2023

To

Akshara Nair

Dear Akshara Nair

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and back ground will be valuable assets to our team.

As per our discussions, the position is Site Engineer. Your starting date will be 09/10/2023. For the Probation period of six months you will be paid by the consolidated Amount of Rs.13000/ per month. The enclosed Employee Hand book outlines the rules and regulations of our Company.

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Sincerely

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Nelluvelil Building
Thalanadu P.O., Kottayam DIST.
Kerala - 686580

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ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Date :03-10-2023

To

Roshan Daniel

Dear Roshan Daniel

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and back ground will be valuable assets to our team.

As per our discussions, the position is Site Engineer. Your starting date will be 09/10/2023. For the Probation period of six months you will be paid by the consolidated Amount of Rs.13000/ per month. The enclosed Employee Hand book outlines the rules and regulations of our Company.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return to us. A stamped self-addressed envelope is enclosed for your convenience.

We look forward to welcome you as a New Employee at St. Joseph's Constructions

Sincerely

ST. JOSEPH CONSTRUCTION

Nelluvelil Building

Thalanadu P.O., Kottayam DIST.

Kerala - 686580

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

A. Karthick, B.E.,
Mob : 94883 80899

GSTIN : 33AA8FA3124F1Z3



17/17, Kamaraj Nagar 1st Street, Kumbakonam - 612 002. E-mail : er.abbuilders@gmail.com

Date : 8 / 9 / 2023

Greetings Mr. Akhil Thilak

Sub: Letter of Appointment

Regarding your application for a job with AB Builders, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Junior Site Engineer Trainee with our company.

Appointment: Your appointment as Junior Site Engineer Trainee began on 18/09/2023, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is Rs 16000/-.

We warmly welcome you to the AB Builders family and wish you every success in your work with us.

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor

For AB BUILDERS

Managing Partner

A. Karthick, B.E.,
Mob : 94883 80899

GSTIN : 33AASFA3124F1Z3



17/17, Kamaraj Nagar 1st Street, Kumbakonam - 612 002. E-mail : er.abbuilders@gmail.com

Date : 8 / 9 / 2023

Greetings Mr. Tinu Joseph

Sub: Letter of Appointment

Regarding your application for a job with AB Builders, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Junior Site Engineer Trainee with our company.

Appointment: Your appointment as Junior Site Engineer Trainee began on 18/09/2023, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is Rs 16000/-.

We warmly welcome you to the AB Builders family and wish you every success in your work with us.

PRINCIPAL
KANGALAM COLLEGE OF ENGINEERING
Ettimanoor

For AB BUILDERS

Managing Partner