



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 2023-2024 is as follows

Sl.NO	Academic year	Branch	No.of students placed	Total placement for the academic year
1	2023-2024	CE	61	305
2	2023-2024	CSE	91	
3	2023-2024	ECE	20	
4	2023-2024	EEE	15	
5	2023-2024	ME	55	
6	2023-2024	MBA	63	
7	2023-2024	CH	0	
8	2023-2024	AI	0	
9	2023-2024	MCA	0	


PRINCIPAL

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Contact Info
Mangalam Campus,
Mangalam Hills,
Vettimukal P.O.,
Kottayam, Kerala - 686 631

 General Enquiry
+91 481 2710120
+91 481 2537053
+91 481 2533711
 +91 481 2533700

 Admission Helpline
+91 98950 10120
 info@mangalam.in
 www.mangalam.ac.in





Dear Achila M S,

+91 8848 179 883
contact@datapy.in
www.datapy.in

03/07/2024, 17:42

Atsawarya T R #123456789



27 May, 2024

DTPY-RDP2/1390

Dear Atsawarya Lakshmi T R,

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at DataPy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRLO001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:


1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (png/jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 30th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL ENGINEERING

Memorandum of Understanding (MoU)

Introduction :

This Agreement, henceforth referred to as the Memorandum of Understanding (MoU), is entered into on June 3rd, between Talrop Private Limited, hereinafter referred to as "Talrop," and Alan Sebastian Xavier and collectively referred to as the "Parties."

Talrop Private Limited is a technology-based company specialising in building diverse hybrid Ecosystems. Talrop's Founders Circle program provides college students with entrepreneurial-level training, experiences, and opportunities. Through their participation, students receive hands-on training and real exposure to the business world. This program equips participants, during their college years, with key skills necessary for success in their entrepreneurial endeavours.

This MoU outlines the terms and conditions governing the relationship between Talrop and the Student, emphasising responsible utilisation of provided assistance, maintenance of decorum within the office premises, adherence to brand name usage guidelines and compliance with applicable laws and regulations. By entering into this MoU, both Parties agree to abide by the terms herein and work collaboratively towards the mutual success and advancement within the program facilitated by Talrop. Through this collaboration, both parties aim to facilitate innovation, entrepreneurship, and mutual success in accordance with the principles outlined herein.

Purpose :

The purpose of this MoU is to formalise the agreement between Talrop and the Student for the Student's participation in the Founder's Circle program.

Duration :

The duration of the Founder's Circle program shall commence on June 3rd, unless terminated earlier as per the terms outlined herein.


Roles and Responsibilities :

Talrop :

- Provide entrepreneurial-level training, mentorship and guidance to the Student throughout the program duration.
- Offer access to resources, networks and expertise to support the Student's entrepreneurial endeavours.
- Organise regular meetings, workshops and events to facilitate learning and networking opportunities.
- Evaluate the progress and performance of the Student during the program.

Student :

- Actively participate in all program activities, including meetings, workshops and events.
- Demonstrate commitment to personal and professional growth, as well as to the goals of the Founder's Circle program.
- Maintain open communication with Talrop regarding progress, challenges and any support needed.
- Uphold the values and standards of Talrop throughout the duration of the program.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Erumamoor

Responsible Utilisation :

The Student agrees to utilise the provided assistance, resources, and infrastructures effectively and responsibly. Any misuse or unauthorised use shall result in termination of the incubation program.

Decorum and Conduct :

The Student shall maintain decorum and professionalism within the office premises provided by Talrop.

Brand Name Usage :

The Student must obtain prior permission from Talrop to use the brand name "Talrop" in any associated capacity. Unauthorised usage may result in legal action.

Non-Usage of Company Information :

The Student agrees not to use any information related to Talrop, including but not limited to its address, for their legal entities or any official purposes without prior written consent from Talrop.

Confidentiality :

Both parties agree to maintain the confidentiality of any proprietary or sensitive information shared during the course of the program, including but not limited to business strategies, trade secrets, and intellectual property.

Termination :

Either party may terminate this MOU with written notice to the other party if there is a material breach of its terms or if circumstances arise that make continuation of the program impractical or undesirable.

Governing Law :

This MOU shall be governed by and construed in accordance with the laws of India.

Entire Agreement :

This MoU constitutes the entire agreement between the parties concerning the subject matter herein and supersedes all prior and contemporaneous agreements and understandings, whether written or oral.

Signatures :

This MoU shall be effective as of the date first written above upon the signatures of both parties below.

Designated Authority


Signature

Date

Student's Name

Signature

Date


PRINCIPAL
MAHARAJA COLLEGE OF ENGINEERING
ERUMANGUDI



DTPY/RD/P2/1392

27 May, 2024

Dear Aromal Raj,

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (png/jpg format)
4. Payment Proof
5. Bank Details

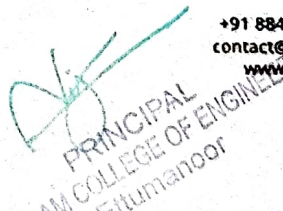
Please confirm your payment and acceptance of this offer by 30th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us.

We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8843 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL
COLLEGE OF ENGINEERING
ETTIMANOOR





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Anupriya M S,

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

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
Ettimanoor

DocuSign Envelope ID: 83485348-200F-4E11-81F1-0904B21BA8E7



SUTHERLAND

Joining Confirmation

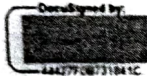
To: Jayakrishnan K J

SGS Private Limited

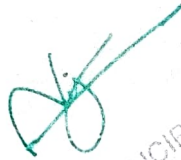
I acknowledge receipt of Offer Letter dated 08/06/2024 Issued by Company and am happy to report to duty and commence employment with Company with effect from 08/06/2024 at Cochin.

I look forward to a long and rewarding association with Sutherland.

Please indicate your acceptance by signing below.



6/8/2024


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimadai



27 May, 2024

DTPY/RDVP2/1391

Dear Alan Sebastian Xavier,

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (If available)
3. Passport Size Photo (png/jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 30th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 833
contact@datapy.in
www.datapy.in


PRINCIPAL
TECHNOLOGIES



20 May, 2024

DTPY/RO/P2/1386

Dear Jayakrishnan K.J.

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at DataPy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith T

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:


1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (png/jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 23rd May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith T
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


MANAGERIAL ENGINEERING

7/2024, 17:28



20 May, 2024

DTPY/RD/P2/1388

Dear Stalin Shabu,

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (png/jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 23rd May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL
COLLEGE OF ENGINEERING
TAMIL NADU



Grading Estimated "grading" parameters from

Eurp- Mangalam College of Engineering - Congratulations to the Selected Candidates 2024

2. **Interpretation**

Assessment Cell, **Mission College Of Engineering & Technology**

^a *Chrysomelids* (Chrysomelidae) (Coleoptera) (Insecta) (Arthropoda) (Chelicerata) (Phylum).

Forecasting the Future

From: Anoop Samthosh <Anoop.Samthosh@switzerlandglobal.com>

65-1752-103-104-105-106-107-108-109-110-111-112-113-114-115-116-117-118-119-120-121-122-123-124-125-126-127-128-129-130-131-132-133-134-135-136-137-138-139-140-141-142-143-144-145-146-147-148-149-150-151-152-153-154-155-156-157-158-159-160-161-162-163-164-165-166-167-168-169-170-171-172-173-174-175-176-177-178-179-180-181-182-183-184-185-186-187-188-189-190-191-192-193-194-195-196-197-198-199-200-201-202-203-204-205-206-207-208-209-210-211-212-213-214-215-216-217-218-219-220-221-222-223-224-225-226-227-228-229-230-231-232-233-234-235-236-237-238-239-240-241-242-243-244-245-246-247-248-249-250-251-252-253-254-255-256-257-258-259-260-261-262-263-264-265-266-267-268-269-270-271-272-273-274-275-276-277-278-279-280-281-282-283-284-285-286-287-288-289-290-291-292-293-294-295-296-297-298-299-300-301-302-303-304-305-306-307-308-309-310-311-312-313-314-315-316-317-318-319-320-321-322-323-324-325-326-327-328-329-330-331-332-333-334-335-336-337-338-339-340-341-342-343-344-345-346-347-348-349-350-351-352-353-354-355-356-357-358-359-360-361-362-363-364-365-366-367-368-369-370-371-372-373-374-375-376-377-378-379-380-381-382-383-384-385-386-387-388-389-390-391-392-393-394-395-396-397-398-399-400-401-402-403-404-405-406-407-408-409-410-411-412-413-414-415-416-417-418-419-420-421-422-423-424-425-426-427-428-429-430-431-432-433-434-435-436-437-438-439-440-441-442-443-444-445-446-447-448-449-450-451-452-453-454-455-456-457-458-459-460-461-462-463-464-465-466-467-468-469-470-471-472-473-474-475-476-477-478-479-480-481-482-483-484-485-486-487-488-489-490-491-492-493-494-495-496-497-498-499-500-501-502-503-504-505-506-507-508-509-510-511-512-513-514-515-516-517-518-519-520-521-522-523-524-525-526-527-528-529-530-531-532-533-534-535-536-537-538-539-540-541-542-543-544-545-546-547-548-549-550-551-552-553-554-555-556-557-558-559-560-561-562-563-564-565-566-567-568-569-570-571-572-573-574-575-576-577-578-579-580-581-582-583-584-585-586-587-588-589-590-591-592-593-594-595-596-597-598-599-600-601-602-603-604-605-606-607-608-609-610-611-612-613-614-615-616-617-618-619-620-621-622-623-624-625-626-627-628-629-630-631-632-633-634-635-636-637-638-639-640-641-642-643-644-645-646-647-648-649-650-651-652-653-654-655-656-657-658-659-660-661-662-663-664-665-666-667-668-669-670-671-672-673-674-675-676-677-678-679-680-681-682-683-684-685-686-687-688-689-690-691-692-693-694-695-696-697-698-699-700-701-702-703-704-705-706-707-708-709-710-711-712-713-714-715-716-717-718-719-720-721-722-723-724-725-726-727-728-729-730-731-732-733-734-735-736-737-738-739-740-741-742-743-744-745-746-747-748-749-750-751-752-753-754-755-756-757-758-759-760-761-762-763-764-765-766-767-768-769-770-771-772-773-774-775-776-777-778-779-780-781-782-783-784-785-786-787-788-789-790-791-792-793-794-795-796-797-798-799-800-801-802-803-804-805-806-807-808-809-810-811-812-813-814-815-816-817-818-819-820-821-822-823-824-825-826-827-828-829-830-831-832-833-834-835-836-837-838-839-840-841-842-843-844-845-846-847-848-849-850-851-852-853-854-855-856-857-858-859-860-861-862-863-864-865-866-867-868-869-870-871-872-873-874-875-876-877-878-879-880-881-882-883-884-885-886-887-888-889-890-891-892-893-894-895-896-897-898-899-900-901-902-903-904-905-906-907-908-909-910-911-912-913-914-915-916-917-918-919-920-921-922-923-924-925-926-927-928-929-930-931-932-933-934-935-936-937-938-939-940-941-942-943-944-945-946-947-948-949-950-951-952-953-954-955-956-957-958-959-960-961-962-963-964-965-966-967-968-969-970-971-972-973-974-975-976-977-978-979-980-981-982-983-984-985-986-987-988-989-990-991-992-993-994-995-996-997-998-999-1000-1001-1002-1003-1004-1005-1006-1007-1008-1009-1010-1011-1012-1013-1014-1015-1016-1017-1018-1019-1020-1021-1022-1023-1024-1025-1026-1027-1028-1029-1030-1031-1032-1033-1034-1035-1036-1037-1038-1039-1040-1041-1042-1043-1044-1045-1046-1047-1048-1049-1050-1051-1052-1053-1054-1055-1056-1057-1058-1059-1060-1061-1062-1063-1064-1065-1066-1067-1068-1069-1070-1071-1072-1073-1074-1075-1076-1077-1078-1079-1080-1081-1082-1083-1084-1085-1086-1087-1088-1089-1090-1091-1092-1093-1094-1095-1096-1097-1098-109

Subject: Mathematics College of Engineering - Congratulations to the Selected Candidates 2024

«У нас есть все, что нужно для победы»

Dear Placement Officer:

Greetings from Sutherland!!!

It was indeed a pleasure conducting the Campus drive for your institution . I'm here by attaching the Letter of Intent(LOI) of the Voice Process Selects and mentioning the details of those vibrant minds who have cleared our 'Voice rounds' successfully & have been shortlisted as an "Associate".

Our History Commissions to the shortlisted Candidates.

College Name	Program	Department	First Name	Middle Name	Last Name	Gender	Primary Number	Email ID
Mangalam College of Engineering	B. Tech	Electronics and Communication Engineering	Anagha		Rakesh	Female	9778227998	anagha2000@ymail.com
Mangalam College of Engineering	B. Tech	Computer Science And Engineering	Anupriya		M S	Female	9400308747	anupriya2000@ymail.com
Mangalam College of Engineering	B. Tech	Computer Science And Engineering	Haritharan	S	Nair	Male	8078992494	haritharan2000@ymail.com
Mangalam College of Engineering	B. Tech	Computer Science And Engineering	Adwalth	B	Nair	Male	8547262110	adwalth2000@ymail.com
Mangalam College of Engineering	B. Tech	Computer Science And Engineering	Amal	K	Sony	Male	7994712685	amal2000@ymail.com
Mangalam college of Engineering	B. Tech	Computer Science And Engineering	Stellin		Shabu	Male	6393563240	stellin2000@ymail.com

Mangalam College of Engineering	B.Tech	Computer Science & Engineering	Aleena		Biju	Female	7739128405	bijusheem11@gmail.com
Mangalam College of Engineering	B.Tech	Computer Science And Engineering	Ashy	Mary	Varphesa	Female	6400811306	ashymary2000@gmail.com
Mangalam College of Engineering	B.Tech	CIVIL ENGINEERING	APARNA		REVI	Female	9037273670	aparnarevi239@gmail.com

Thanked, Regards,

Atul Kumar
for Admission - Tadas Angustienas | Campus Recruitment
SITBEXLAND

W: +18577777774 E: Anoop.Santhosh@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

A attachments



image001.png
image002.png
image003.png

Every document is fully secured and encrypted
to ensure your privacy.

Send from my phone

Large images are missing

<https://mail.google.com/mail/u/1/?ui=2&ik=65&view=calendar&ui=6&permhid=the&id=1794490212334741107&siml=msg-f:1794490212334741107&siml=msg-f:1794513886871837488>

Mon, Mar 25, 2024 at 8:18 PM

03/07/2024, 17:02

Mangalam College of Engineering, Kerala - India. Mail - Fwd: QSpiders 2024 Batch III Free Incubation-placement training

Following rules to be followed for placement activities:

- You should have 80% attendance in class room / practical session
- Should be ready to relocate in different cities for job / interview (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time
- Give everyday presentation
- Bring the offer letter on the first day of reporting with all semester mark cards, 10th / 12th / UG & Degree (TS Now), 1 Govt ID proof & 2 passport size photo

This letter is valid only on the above mentioned date of joining only. If you join on any other date, free training with placements will not be valid.

Thank & Regards

QSpiders Campus Connect Team

For Selected students anything in further information or Query contact only on below numbers according to college

State/Location -Kerala - 7818163087/8867795449

Note: This mail is a final confirmation of your selection, No Commercial Involved & students while reporting can take a photo show the mail confirmation to the respective concerns @ QSPIDERS

Signature latest- Namratha

Thanks & Regards,

L Devika Rani Shetty
Business Manager

QSpiders Campus Connect

E-Mail:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP | Pune | Mumbai | Kolkata | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

5 attachments



image001.png
3K

image004.png
1K



image005.png
11K



image003.jpg
3K



image005.png
11K

Ashif Majeed <ashifmajeed2081@gmail.com>
To: sruthy.emmanuel@mangalam.in

Forwarded message
From: <devikarani.l@qspiders.com>
Date: Tue, 30 Apr 2024, 6:27 pm
Subject: RE: QSpiders 2024 Batch III Free Incubation-placement Integrated Boot camp program Final Selection List
To: <pc@mangalam.in>
Cc: <anagharakesh12002@gmail.com>, <devikarani.l@qspiders.com>, <12z.sleth@gmail.com>, <anjilheanil1502@gmail.com>, <ashifmajeed2081@gmail.com>, <charithazhansnair20@gmail.com>, <sruthy.emmanuel@mangalam.in>, <geetha.s@qspiders.com>, <lavanya191279@gmail.com>, <sreejishk Pillai@gmail.com>, <rahulmishra33@gmail.com>, <abhishekanil1@gmail.com>, Ashvitha.s@qspiders.in

Hello Sir,

Please find the updated list

Full Name	Mobile	Emails	Degree Type	Degree Stream	10th Percentage/CGPA	12th Pe
Anagha Rakesh	9778227968	anagharakesh12002@gmail.com	bachelor of technology	electronics and communication engineering	98	
Tharsha Paul	9287082820	tharshapaul193@gmail.com	bachelor of technology	electronics and communication engineering	98	



Gruthy Emmanuel <gruthy.emmanuel@mangalam.in>

Fwd: Qspiders 2024 BatchIII Free Incubation-placement Integrated Boot camp program Final Selection List

1 message

Adwait B Nair <adwaitb315@gmail.com>

To: "gruthy.emmanuel@mangalam.in" <gruthy.emmanuel@mangalam.in>

Forwarded message

From: "adwaitb315@gmail.com"

Date: Wed, 28 Feb 2024, 7:03 PM

Subject: Qspiders 2024 BatchIII Free Incubation-placement Integrated Boot camp program Final Selection List

To: adwaitb315@gmail.com

Cc: adwaitb315@gmail.com, <gj10rock@gmail.com>, <alenellias2030@gmail.com>, <midhunjnair2001@gmail.com>, <saajiths2002@gmail.com>, <jijokoshy768@gmail.com>, As

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement Integrated Boot camp program of 2024 passing Batch from your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/JYPSPiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining along with preferred 1

download Qspiders Campus Connect

A Unit of Test Yatra Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2024 passing batch Students from your Kottayam Institute of Technology & Science been Selected in our Incubation Screening Drive.

Full Name	Mobile	Emails	Degree Type	Degree Stream	10th Percentage/CGPA	12th Percentage/CGP
Adwait B Nair	8547262198	adwaitb315@gmail.com	bachelor of technology	computer engineering	89	85
George Josey	9188608891	gj10rock@gmail.com	bachelor of technology	computer science	87	63.4
Alen Elias Varghese	7823984763	alenellias2030@gmail.com	bachelor of technology	computer engineering	78	69
Midhun J Nair	8547675412	midhunjnair2001@gmail.com	bachelor of technology	mechanical engineering	96	82
Saajith Kumar T S	7907982475	saajiths2002@gmail.com	bachelor of technology	computer science	80	82
JIJO KOSHY JACOB	7582096475	jijokoshy768@gmail.com	bachelor of technology	automobile engineering	75	80

NOTES

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interview & placement activity conducted at our end.
- The training includes Software Testing/Software Development/Python & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

TERMS

Following rules to be followed for placement activities:

- You should have 90% attendance in class (theory / practical session)
- Should be ready to relocate to different cities for job / interview (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th PUJ & Degree (TS New 11 Govt ID proof & 2 passport size photo)

WhatsApp: 9188608891 | Email: gruthy.emmanuel@mangalam.in | Website: www.qspiders.com | Address: 17/71 Main Road, Kottayam, Kerala | Phone: 0471 2777777

Mangalam College of Engineering, Kerala - India. Mail - Fwdt.OSpiders 2024 Batch!!! Free Incubation+placement Integrated Boot ca...

Mangalam College of Engineering, Kerala - India. Mail - Fwd: Ospreys 2024 Batch					
07/2024, 17:02					
Stephane Abraham	823890880	12x.ste@icloud.com	bachelor of technology	electronics and communication engineering	85
Anjitha Anil	7012640364	anjithaanil1802@gmail.com	bachelor of technology	electronics and communication engineering	89
Asif Majeed	8382787128	asifmajeed781@gmail.com	bachelor of technology	computer engineering	100
Harshan S Nair	8078803488	harshanenah3@gmail.com	bachelor of technology	computer engineering	73
Karthik PS	8884080847	pu2w@1003@gmail.com	bachelor of technology	computer engineering	100
Amit K Sany	7984712885	amitksany@gmail.com	bachelor of technology	computer engineering	92
Ashish Bha	7738126406	hpuashen11@gmail.com	bachelor of technology	computer science	88
Lavanya K	9567191279	lavanya191279@gmail.com	bachelor of technology	electrical and electronics engineering	95
Sreejith K Pillai	9446300042	sreejithkpillai@gmail.com	bachelor of technology	electronics and communication engineering	89
Rahul R Nath	9562171209	rahutmth55@gmail.com	bachelor of technology	electronics and communication engineering	98
ANUPYAMA S	8403287247	anupyama247@gmail.com	bachelor of technology	computer engineering	93.8
Justin kurukose sunil	9778076174	justinkurukosejsk19@gmail.com	bachelor of technology	electronics and communication engineering	85

Thanks & Regards,

L. Devika Rani Shelke
Business Manager

QSpiders Campus Connect

Contact Details:- +91 9513684738

E-Mail:- devikaran10@spiders.com

www.jspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | Pune | Mumbai | Thane | Bhopal | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

From: devikarani.1@qspiders.com <devikarani.1@qspiders.com>

Sent: 30 April 2024 06:21 PM

To: pc@mangalam.in

Cc: anagharakesh2002@gmail.com; devikaraidenu12

Subject: OSpiders 2024 Batch# Free Incubation-placement Integrated Boot camp program Final Selection List

Hallo System,

Question 100 (1 point)

5 other elements



Image008.png
3X



image007.png
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image001.jpg

<https://mail.google.com/mail/u/0/?ui=2>

Mangalore College of Engineering, Kerala - India. Mail - Forc@pcers2024.com 2024 Batch#111 Free incubation-placement integrated Bootcamp

Methods

CONTINUOUS CONTINUOUS FLOW

For detailed information, including a further explanation of the above, contact your local branch.

SECRET

Please: this mail is just confirmation of your selection. No Commercial involved & students who reporting can take a printout of the mail confirmation to the respective concerns. (1 copy before)

Background

THEODORE A. RABENOLD

L. Devika Raju Shukla
Business Manager

Odipotes Campus Connect

E-Mail: order@wiley.com

www.gspiders.com | www.jspiders.com

Bangalore | Mysore | Chennai | Hyderabad | Pune | Mumbai | Kolkata | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

3 attachments



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image005.png
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Image002.jpg
3K

Image004.png
1K


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ENHAYNAPET



Offer Letter

Date: 02/07/2024

Dear Mr/Ms. ABHINAV PS,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 12 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are no charges associated with the entire 3-month training program. This encompassing training covers areas such as Software Testing OR Software Development, and General Aptitude. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

1. **Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
2. **Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
3. **Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
4. **Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
5. **Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for Verification purpose only.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

📞 983684735 / 9892036835 / 8961622956

✉️ info@campus.qspiders.com

📍 OL Hoyaladana Rao Rd, Basappa Layout, Govpuram Extension,
Mangalam College of Engineering, Bangalore 560078

(Signature)
PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
BANGALORE

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the Industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ and adhere to all terms and conditions.

202

Joinee Signature: _____

Date: _____



9513684738 / 9683035838 / 8861922966



info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Govipuram Extension, Kamepogowda Nagar, Bengaluru, Karnataka 560010

MANOJAM COLLEGE OF ENGINEERING
Principal
Bengaluru

Qspiders CampusConnect

A Unit of Test Yantro Software Solutions India Pvt Ltd



Qspiders Campus

Offer Letter

Date 2/05/2024

Dear Mr/Ms. MARTHARAN S NAIR,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 13 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are no charges associated with the entire 3-month training program. This encompassing training covers areas such as Software Testing OR Software Development, and General Aptitude. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

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- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for Verification purpose only.


Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

📞 993084738 / 9962095938 / 9951022955

✉️ info@campus.qspiders.com

📍 91, Hayawadana Rao Rd, Basappa Layout, Govpuram Extension, Karmegowda Nagar, Bangalore, Karnataka 560019


PRINCIPAL
MANJUNATH COLLEGE OF ENGINEERING
BANGALORE

Offer Letter

Date: 02/05/2024

Dear Mr/Ms. ALEENA BTIV,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 12 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.


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 9513684738 / 9663035838 / 8951022956

 info@campus.qspiders.com

 01, Hayavadana Roo Rd, Basappa Layout, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019


PRINCIPAL
MANJALAM COLLEGE OF ENGINEERING
Ettimanoor



19th June 2024

To, **AKHILA KG**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be INR **Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



19th June 2024

To, **AMERDESH J NAIR**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



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If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.


Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **ARUNIMA PRINCE**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

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If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.


Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:


PRINCIPAL
MANCARAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **ASHIKA P E**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



19th June 2024

To, **ASHISH JOHN MANI**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

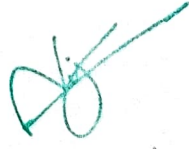
Your Stipend will be **INR Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs


Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.


Athira S
HR Manager


I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:


PRINCIPAL
MANCARAM COLLEGE OF ENGINEERING
Ettimanoor



19th June 2024

To, **CHANDANA SUMENDRAN K**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation


Your Stipend will be INR **Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **JAYCE BEN RAJ**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy*! We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer, a detailed Appointment Letter will be provided to you at the time of joining.

Compensation


Your Stipend will be INR **Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

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Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

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- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



DTPYHRD/P1/1507

17 May 2024

Dear Aswin Nadh ,

Congratulations! We are pleased to extend an offer of employment to you for the position of **Jr. Python Developer** at Datapy. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. Salary Package: The details of the salary package will be discussed and finalized after the academic year.

2. Documents to be Submitted:

Passport Size Photo (jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. Training:

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. Joining Date:

Your official joining date will be scheduled after the academic year.

5. Training Session:

- It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.

Kindly confirm your acceptance of this offer by **20th May 2024**. If you have any questions or concerns, feel free to contact us.

We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,

Abhijith TJ
Managing Director

PRINCIPAL
MAHARAJA COLLEGE OF ENGINEERING
Ettimamoor

+91 8848 179 883
contact@datapy.in
www.datapy.in

Offer Letter

Date: 02/05/2024

Dear Mr/Ms. AMAL K SONY,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed Incubation center is scheduled to commence on the 17 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are no charges associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

- 1. Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- 3. Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- 4. Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for Verification purpose only.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

📞 9513684738 / 9663035838 / 8951922958

✉️ info@campus.qspiders.com

📍 01, Hayavadana Rao Rd, Basappa Layout, Govipuram Extension, Kempegowda Nagar, Bengaluru, Karnataka 560019

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor

08 May 2024

DTFYWD/P1/1504

Dear Jalsun T Bijl,

Congratulations! We are pleased to extend an offer of employment to you for the position of **Jr. Python Developer** at Datapy. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. Salary Package: The details of the salary package will be discussed and finalized after the academic year.

2. Documents to be Submitted:

Passport Size Photo (jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. Training:

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. Joining Date:

Your official joining date will be scheduled after the academic year.

5. Training Session:

- It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.

Kindly confirm your acceptance of this offer by 20th May 2024. If you have any questions or concerns, feel free to contact us.


We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL
KALAM COLLEGE OF ENGINEERING
Ettimanoor



17 May 2024

DTP/HRD/PP1/7505

Dear Nithin M Jojo,

Congratulations! We are pleased to extend an offer of employment to you for the position of **Jr. Python Developer** at Datapy. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. **Salary Package:** The details of the salary package will be discussed and finalized after the academic year.

2. **Documents to be Submitted:**

Passport Size Photo (jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. **Training:**

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. **Joining Date:**

Your official joining date will be scheduled after the academic year.

5. **Training Session:**

- It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.

Kindly confirm your acceptance of this offer by 20th May 2024. If you have any questions or concerns, feel free to contact us.

We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,

Abhijith TJ
Managing Director

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in



DTPY/RD/P1/1509

17 May 2024

Dear Abhinandth R Nair ,

Congratulations! We are pleased to extend an offer of employment to you for the position of **Jr. Python Developer** at **Datapy**. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. Salary Package: The details of the salary package will be discussed and finalized after the academic year.

2. Documents to be Submitted:

Passport Size Photo (jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. Training:

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. Joining Date:

Your official joining date will be scheduled after the academic year.

5. Training Session:

- It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.


Kindly confirm your acceptance of this offer by **20th May 2024**. If you have any questions or concerns, feel free to contact us.

We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,


Abhijith TJ
Managing Director


PRINCIPAL
MAM COLLEGE OF ENGINEERING
Ettumanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in



DTPHRD/P1/1506

17 May 2024

Dear Anupriya M S,

Congratulations! We are pleased to extend an offer of employment to you for the position of Jr. Python Developer at Datapy. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. Salary Package: The details of the salary package will be discussed and finalized after the academic year.

2. Documents to be Submitted:

Passport Size Photo (jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. Training:

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. Joining Date:

Your official joining date will be scheduled after the academic year.

5. Training Session:

• It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.

Kindly confirm your acceptance of this offer by 20th May 2024. If you have any questions or concerns, feel free to contact us.

We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,


Abhijith TJ
Managing Director



+91 8848 179 883
contact@datapy.in
www.datapy.in

PRINCIPAL
COLLEGE OF ENGINEERING
Mannoor



17 May, 2024

DTPY/RD/P2/1531

Dear Jitta Elsa Joby,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at DataPy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.


Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (If available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

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contact@datapy.in
www.datapy.in



17 May 2024

DTPY/RD/P1/1508

Dear Asif Majeed,

Congratulations! We are pleased to extend an offer of employment to you for the position of Jr. UI/UX Designer at Datapy. Your performance during Phase 1 of our recruitment drive has been impressive, and we believe you will be a valuable addition to our team.

Key Terms and Conditions:

1. Salary Package: The details of the salary package will be discussed and finalized after the academic year.

2. Documents to be Submitted:

Passport Size Photo (.jpg/png format)
Address Proof (Aadhar Card / Voter's ID)
PAN Card (if available)
Bank Details

3. Training:

You will undergo a comprehensive training program to equip you with the necessary skills for your role.

4. Joining Date:

Your official joining date will be scheduled after the academic year.

5. Training Session:

- It is mandatory for all selected candidates to attend the training session without failure.

Please submit the required documents. Failure to provide these documents may result in the withdrawal of this offer.

Kindly confirm your acceptance of this offer by **20th May 2024**. If you have any questions or concerns, feel free to contact us.

We are enthusiastic about the prospect of having you on board and look forward to your positive response.

Congratulations once again, and we eagerly await your confirmation.

Sincerely,


Abhijith TJ
Managing Director



PRINCIPAL
MANCARAM COLLEGE OF ENGINEERING
Ettumanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in



17 May, 2024

DTPY/RD/P2/1533

Dear Hariharan S Nair ,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:


1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL
M COLLEGE OF ENGINEERING
Ettimadoor



17 May, 2024

DTPY/RD/P2/1544

Dear Asish Albert ,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.


Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director


PRINCIPAL
COLLEGE OF ENGINEERING
MUMBAI

+91 8848 179 883
contact@datapy.in
www.datapy.in

DATAPY

Data. Drives. Discoveries

17 May, 2024

DTPY/RD/P2/1532

Dear Sneha Shiju Thomas,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

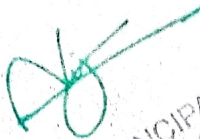
Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director


PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettimanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in

D DATAPY

Data. Drives. Discoveries

17 May, 2024

DTPY/RD/P2/1535

Dear Anandhu B .

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

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1. Address proof (Aadhar / Voter ID)
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Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

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contact@datapy.in
www.datapy.in

PRINCIPAL
JAM COLLEGE OF ENGINEERING
Ettimanoor



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Aleena Biju,

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**

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
TRUTHANNOOR



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Amal K Sony,

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.

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- 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

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
Ettimadai

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25-10-2023

UST-LOI-0424

Sujith Sam Saju

Mangalam College of Engineering

Sub: Letter of Intent

Dear Sujith Sam Saju,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with (UST).

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.


Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,

for US Technology



Vinesh George

Director I - Human Resources

Accepted

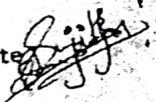


Sujith Sam Saju


Execution by the candidate:

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

Signed by Candidate



Date 26/10/2023



PRINCIPAL
MAHARAJA COLLEGE OF ENGINEERING
ENGLAND



19th June 2024

To, **MONISH ZACHARIA**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', Grade T1 with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer, a detailed Appointment Letter will be provided to you at the time of joining.

Compensation


Your Stipend will be INR Rs. 18,000/- (Eighteen Thousand Only) per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions.

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimancor



19th June 2024

To, **ROJAN SEBASTIAN**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be **INR Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR

toobler

Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

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Appointment

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- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **SNEHA ELSA KORUTH**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', Grade T1 with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer, a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be INR Rs. 18,000/- (**Eighteen Thousand Only**) per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

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Appointment

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- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



Confidential

April 01, 2024

KEERTHANA M JOHN
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Ms. KEERTHANA M JOHN,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Ms. KEERTHANA M JOHN

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
2. In consideration for your Employment, the Organization agrees to pay you a "Salary" as mentioned in your offer letter (computed in accordance with the English Calendar), which shall be payable after the end of every calendar month on or before the Seventh (7th) of the subsequent calendar month. Your Salary will be subject to deduction of Income Tax Act, 1961 and all other applicable statutes. The monthly Salary will be payable to you only after deducting any amounts that may be due and payable by you. The Organization will reimburse to you the actual expenses incurred by you for travel, related to the Organization's work, as may be mutually agreed upon in writing from time to time depending upon the contingency of the work to be performed.
3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmavathy Nagar, Jalladianpet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

Principal
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM



19th June 2024

To, **SREEHARI**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be **INR Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

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- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions.

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Confidential

April 01, 2024

AKSHAY KS
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. AKSHAY KS,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Mr. AKSHAY KS

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01st, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
2. In consideration for your Employment, the Organization agrees to pay you a "Salary" as mentioned in your offer letter (computed in accordance with the English Calendar), which shall be payable after the end of every calendar month on or before the Seventh (7th) of the subsequent calendar month. Your Salary will be subject to deduction of Income Tax Act, 1961 and all other applicable statutes. The monthly Salary will be payable to you only after deducting any amounts that may be due and payable by you. The Organization will reimburse to you the actual expenses incurred by you for travel, related to the Organization's work, as may be mutually agreed upon in writing from time to time depending upon the contingency of the work to be performed.
3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmavathy Nagar, Jalladipet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

Principal
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM



Confidential

April 01, 2024

JAGANNADHAN M V
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. JAGANNADHAN M V,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to **Mr. JAGANNADHAN M V**

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
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3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmavathy Nagar, Jalladianpet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



Confidential

April 01, 2024

ALICIA MARIYAM JACOB
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Ms. ALICIA MARIYAM JACOB,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Ms. ALICIA MARIYAM JACOB

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
2. In consideration for your Employment, the Organization agrees to pay you a "Salary" as mentioned in your offer letter (computed in accordance with the English Calendar), which shall be payable after the end of every calendar month on or before the Seventh (7th) of the subsequent calendar month. Your Salary will be subject to deduction of Income Tax Act, 1961 and all other applicable statutes. The monthly Salary will be payable to you only after deducting any amounts that may be due and payable by you. The Organization will reimburse to you the actual expenses incurred by you for travel, related to the Organization's work, as may be mutually agreed upon in writing from time to time depending upon the contingency of the work to be performed.
3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmavathy Nagar, Jalladianpet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM



4

Confidential

April 01, 2024

TREESA JOSEPH
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Ms. TREESA JOSEPH,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Ms. TREESA JOSEPH

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

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Ettimanoor



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April 01, 2024

VARSHA DINESH
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Ms. **VARSHA DINESH**,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to **Ms. VARSHA DINESH**

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

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April 01, 2024

MUHAMMED ISMAIL
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. MUHAMMED ISMAIL,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Mr. MUHAMMED ISMAIL

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

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April 01, 2024

R ADARSH
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. R ADARSH

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Mr. R ADARSH

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

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Principal
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor



Compvue India Private Limited,
Siri Towers, 1st Floor,
No. 3 & 4, Fourrts Avenue,
Okkiyam Thoraipakkam,
Chennai - 600 097.
Phone: (044) 4291 8029

29-April-2024

SHON BENNY
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

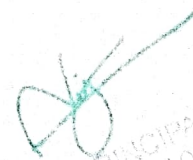
Dear SHON,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
- 1.2. You will be based at our office in Chennai, Tamil Nadu. However, the Company reserves the right at any time to require you to work at any location within India, whether on a permanent or temporary basis.
 - 1.2.1. You may be required to travel both within India and overseas in the proper performance of your duties. Any expenses thereby incurred by you will be reimbursed in accordance with Company reimbursement policy.
 - 1.2.2. You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties within the Company.
 - 1.2.3. Company reserves the right to utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, for certain periods of time. While traveling for such work, your expenses and costs in connection with such travel and any other expenses incurred / allowances eligible shall be reimbursed in accordance with the current travel and expense policy of the Company. You are required to keep your passport valid at all times.
- 1.3. Your start date will be on or before **1-September-2024** (the actual start date to be finally agreed between us in writing), contingent upon your signing this Employment Agreement and satisfying the conditions precedent set out below. This will be the date on which your period of continuous employment begins. If you fail to begin on that date, this offer will be automatically rescinded.

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

29-April -2024

ABHIJITH KUMAR P A
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

Dear ABHIJITH,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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Compvue India Private Limited,
Siri Towers, 1st Floor,
No.3 & 4, Fourrts Avenue,
Okkiyam Thoraipakkam,
Chennai – 600 097.
Phone: (044) 4291 8029

29-April -2024

ALZA K TOBY
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

Dear ALZA,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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PRINCIPAL
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ETTUMANOOR



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Okkiyam Thoraipakkam,
Chennai - 600 097.
Phone: (044) 4291 8029

29-April -2024


ARJUN MOHAN C L
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

Dear ARJUN,

We are pleased to make the following offer of employment^f to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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ARJUN MOHAN C L
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR, KOTTAYAM, KERALA



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No.3 & 4, Fourrts Avenue,
Okkiyam Thoraipakkam,
Chennai – 600 097.
Phone: (044) 4291 8029

29-April -2024

ASHIK MATHEW THOMAS
Mangalam College of Engineering,

Ettumanoor, Kottayam, Kerala

Dear ASHIK,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

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29-April -2024

ATHUL JOHNSON
Mangalam College of Engineering,

Ettumanoor, Kottayam, Kerala


Dear ATHUL,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

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Phone: (044) 4291 8029

29-April -2024

HENAN N S
Mangalam College of Engineering,

Ettumanoor, Kottayam, Kerala

Dear HENAN,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

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Principal
Mangalam College of Engineering
Chennai



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29-April -2024

JAIN BABU K
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

Dear JAIN,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

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29-April -2024

JOEL SABU
Mangalam College of Engineering.
Ettumanoor, Kottayam, Kerala


Dear JOEL,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

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29-April -2024

KEZIN KENUT
Mangalam College of Engineering.
Ettumanoor, Kottayam, Kerala


Dear KEZIN,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

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 - 1.2.1. You may be required to travel both within India and overseas in the proper performance of your duties. Any expenses thereby incurred by you will be reimbursed in accordance with Company reimbursement policy.
 - 1.2.2. You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties within the Company.
 - 1.2.3. Company reserves the right to utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, for certain periods of time. While traveling for such work, your expenses and costs in connection with such travel and any other expenses incurred / allowances eligible shall be reimbursed in accordance with the current travel and expense policy of the Company. You are required to keep your passport valid at all times.
- 1.3. Your start date will be on or before **1-September-2024** (the actual start date to be finally agreed between us in writing), contingent upon your signing this Employment Agreement and satisfying the conditions precedent set out below. This will be the date on which your period of continuous employment begins. If you fail to begin on that date, this offer will be automatically rescinded.

www.compvue.com


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Compvue India Private Limited,
Siri Towers, 1st Floor,
No.3 & 4, Fourrts Avenue,
Okkiyam Thoraipakkam,
Chennai - 600 097.
Phone: (044) 4291 8029

29-April -2024

MARIA THOMAS
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala


Dear MARIA,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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No.3 & 4, Fourrts Avenue,
Okkiyam Thoraipakkam,
Chennai – 600 097.
Phone: (044) 4291 8029

2

29-April -2024

NIRANJANA N SAJEEV
Mangalam College of Engineering.

Ettumanoor, Kottayam, Kerala


Dear NIRANJANA,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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www.compvue.com


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

29-April-2024

NISSYMOL JOSEPH
Mangalam College of Engineering,
Ettumanoor, Kottayam, Kerala

Dear NISSYMOL,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
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29-April -2024

POOJA PRADEEP
Mangalam College of Engineering.
Ettumanoor, Kottayam, Kerala

Dear POOJA,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
- 1.2. You will be based at our office in Chennai, Tamil Nadu. However, the Company reserves the right at any time to require you to work at any location within India, whether on a permanent or temporary basis.
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Compvue India Private Limited,
Siri Towers, 1st Floor,
No.3 & 4, Fourrts Avenue,
Okkiyam Thoraiappkham,
Chennai - 600 097.
Phone: (044) 4291 8029

29-April -2024

SEBIN SABU

Mangalam College of Engineering,

Ettumanoor, Kottayam, Kerala

Dear SEBIN,

We are pleased to make the following offer of employment to you. Set below are details of your employment, compensation, and benefits package of 2,50,000 per annum (hereinafter referred to as the "Employment Agreement").

1. Position:

- 1.1. You will be employed as **Associate Software Analyst** by Compvue India Pvt. Ltd. ("Compvue" or the "Company") on a full-time basis.
- 1.2. You will be based at our office in Chennai, Tamil Nadu. However, the Company reserves the right at any time to require you to work at any location within India, whether on a permanent or temporary basis.
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- 1.3. Your start date will be on or before **1-September-2024** (the actual start date to be finally agreed between us in writing), contingent upon your signing this Employment Agreement and satisfying the conditions precedent set out below. This will be the date on which your period of continuous employment begins. If you fail to begin on that date, this offer will be automatically rescinded.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Kottayam

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25-10-2023

UST-LOI-0425

Jijo Abraham

Mangalam College of Engineering

Sub: Letter of Intent

Dear Jijo Abraham,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.


Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
2023



Confidential

April 01, 2024

MARTIN JOY
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. MARTIN JOY,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Mr. MARTIN JOY

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
2. In consideration for your Employment, the Organization agrees to pay you a "Salary" as mentioned in your offer letter (computed in accordance with the English Calendar), which shall be payable after the end of every calendar month on or before the Seventh (7th) of the subsequent calendar month. Your Salary will be subject to deduction of Income Tax Act, 1961 and all other applicable statutes. The monthly Salary will be payable to you only after deducting any amounts that may be due and payable by you. The Organization will reimburse to you the actual expenses incurred by you for travel, related to the Organization's work, as may be mutually agreed upon in writing from time to time depending upon the contingency of the work to be performed.
3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmayathy Nagar, Jalladianpet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

Principal
MANGALAM COLLEGE OF ENGINEERING
Kottayam

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If this offer is acceptable to you, please intimate your acceptance of the same by signing a separate copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute in the success of the organization and wait to welcome you to the US Technology family.

Sincerely,

for US Technology



Vinesh George
Director I – Human Resources

Accepted


Jijo Abraham

Execution by the candidate:

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

Signed by Candidate

Date



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Confidential

April 01, 2024

JITHIN JOY
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. JITHIN JOY,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to **Mr. JITHIN JOY**

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

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ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subl Homes, Rajeswari Street, Padmavathy Nagar, Jalladipet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

Principal
MANGALAM COLLEGE OF ENGINEERING
Kottayam

25-10-2023

UST-LOI-0423

Albin Sabu

Mangalam College of Engineering

Sub: Letter of Intent

Dear Albin Sabu,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

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On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

PRINCIPAL
COLLEGE OF ENGINEERING
Mangalam



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Ashly Mary Varghese,

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

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
Ettimanoor



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Stelin Shabu,

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

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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
Kakkanad



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Hariharan S 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.

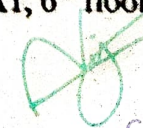
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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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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



PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Stelin Shabu,

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

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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
Ettimanoor



Confidential

April 01, 2024

MICHAEL CHRISTOPHER
MANGALAM COLLEGE OF
ENGINEERING,
KOTTAYAM

Subject: Appointment Letter

Dear Mr. MICHAEL CHRISTOPHER ,

Based on our discussions we are pleased to appointment you in our organization as per the following terms and conditions. In the following sections 'the Organization' refers to Arkashya Tech Solution Private Limited and its management; and 'employee' refers to Mr. MICHAEL CHRISTOPHER

You are appointed as a **Junior Software Developer**. This assignment is effective from **July 01, 2024** in respect of the services to be rendered by you and the Organization agrees to pay you annual compensation of **INR 250,000.00** (Rupees Two Lakhs Fifty Thousand Only).

TERMS AND CONDITIONS OF EMPLOYMENT

1. You shall diligently and promptly attend to the "Assignments" entrusted to you and complete the same within the time limits stipulated by the Organization to the satisfaction of the Organization's "Management".
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3. You are appointed on the basis of your educational qualification and experience mentioned by you in your application / resume. In case, the facts mentioned therein are found to be incorrect, the Organization reserves the right to terminate your Employment without any notice or Salary in lieu thereof.

ARKASHYA
TECH SOLUTION PVT LTD

Plot No 104, G1, Subi Homes, Rajeswari Street, Padmavathy Nagar, Jalladianpet,
Chennai - 600100, Tamilnadu, India.

CIN: U72502TN2022PTC154856 | Website: www.arkashya.com | Email: info@arkashya.com

Principal
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM



19th June 2024

To, **JEFFRY RONY**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be INR **Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.

A handwritten signature in green ink, appearing to be "R. J. R.", is written over the stamp.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



Probation

You will be under **probation for six (06) months**. The confirmation thereafter will be at the discretion of the management. Your work performance and suitability for the position and organizational fitment will be reviewed over this time. During this period, should your work performance and suitability for the position be deemed to be unsatisfactory, then it is understood and acknowledged that the Management may terminate your engagement as Probationer. Management can terminate your appointment as a probationer at any time during probation or during the extended period of probation without notice or payment in lieu of Notice and without assigning any reason.

Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

On the day of joining, you are required to bring the copies of the following documents along with the originals for verification. The originals will be returned to you after verification.

- 1) Proof of Residential address and photo Identity (Voters ID/ Aadhar Card)
- 2) Proof of PAN Card
- 3) Proof of Education qualification (SSLC, HSE, degree and Post-graduation)
- 4) Proof of previous work experience (Relieving Letter and Experience Letter)
- 5) 3 Passport size photographs

Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ENHANTHOOR



19th June 2024

To, **KADHEEJA AMBI**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation

Your Stipend will be INR **Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

Hours of Work

The working hours for you will be 9:00 A.M to 6:00 AM shift which comprises eight work hours and one-hour break. The timings may change in the future according to the requirements of Toobler Technologies Pvt Ltd. on which you will be notified in advance.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

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Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

Submission of Documents

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Appointment

This offer of employment is contingent up on:

- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **KURIAN THOMAS**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

A brief description of your job details is given below. Should you choose to accept the offer; a detailed Appointment Letter will be provided to you at the time of joining.

Compensation


Your Stipend will be **INR Rs. 18,000/- (Eighteen Thousand Only)** per month.

Place of Work

Your posting will be at Toobler Technologies Pvt Ltd. However, the Company may require you to work at any of its locations or its subsidiary locations or on customer sites, within or outside India, existing at present or which may be opened later, at the discretion of the Management.

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

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Date of Joining

You are required to join us latest by **24th June 2024**, beyond which this offer stands void unless otherwise, either party communicates the delay beforehand.

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Appointment

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- 1) Your written acceptance of this Offer Letter.
- 2) You're joining the services of the Company on or before **03rd July 2024**
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- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your **earliest** convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



19th June 2024

To, **MANU MATHEW THOMAS**
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR
KOTTAYAM

Sub: Offer Letter

With reference to your application and the subsequent interviews we had with you, we are delighted to offer you the position of '**Software Engineer Intern**', **Grade T1** with Toobler Technologies Pvt Ltd. At Toobler Technologies, you'll be part of our mission *to make people happy!* We take pride in ourselves being an employee friendly Organization that provides exciting opportunities to build great careers! You'll be helping us use big ideas, brilliant technologies and over 15 years of trust to help our customers propel their businesses forward. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential!

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Probation

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- 3) Successful verification of your Educational Certificates.
- 4) Us receiving satisfactory reports from your references.
- 5) You are found medically fit for the job.

If you choose to accept this job offer, please sign this letter and return it to us at your **earliest** convenience. If you have any questions, please feel free to revert for clarification. We look forward to having a long fruitful association with you, all the very best!

For Toobler Technologies Pvt Ltd.

Athira S
HR Manager

I have read and accept the terms and conditions:

Name:

Signature:

Date of Joining:

Date:

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



17 May, 2024

DTPY/RO/P2/1536

Dear Adwalth B Nair .

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at DataPy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed Institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (If available)
- 3.Passport Size Photo (In png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director


PRINCIPAL
GOVERNMENT COLLEGE OF DISTANCE EDUCATION
[Signature]

+91 8848 179 883
contact@datapy.in
www.datapy.in



DTPY/RD/P2/1537

17 May, 2024

Dear Sneha V Binu ,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

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Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (If available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in



17 May, 2024

DTPY/RO/P2/1538

Dear Sreekutty Rs .

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at DataPy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

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Screening for External Training:

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Documents required:

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- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us. We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in



PRINCIPAL
MANAGING DIRECTOR
DATA PY

17 May, 2024

DTPY/RO/P2/1539

Dear Allen Elias Varghese .

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

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Screening for External Training:

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Documents required:

1. Address proof (Aadhar / Voter ID)
2. PAN Card (if available)
3. Passport Size Photo (in png / jpg format)
4. Payment Proof
5. Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in

DATAPY

Data. Drives. Discoveries

17 May, 2024

DTPY/RO/P2/1540

Dear Abhijith PS

We are delighted to extend an offer of employment to you for the position as Jr. Python Developer at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

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Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

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- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
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- 5.Bank Details


Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us

We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in


PRINCIPAL
MANAGEMENT COLLEGE
CHENNAI



DTPY/RD/P2/1542

17 May, 2024

Dear Dona Elizabeth saji ,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

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- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in



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: 32AAECT8452C12K
Ph: +91 9061 58 73 59
www.touchqsolutions.com
info@touchqsolutions.com

Dear Hariharan S Nair,

Subject: Offer of Employment - Junior production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. 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 production Engineer. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 01-07-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate (Degree/ Diploma/ SSLC /PG)
- 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. (Allotment based on vacancy)

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.



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

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

CIN: U72900KL2013PTC035523
GST: 32AAECT8452C1ZK
Ph: +91 9061 58 73 99
www.touchqsolutions.com
info@touchqsolutions.com

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

www.touchqsolutions.com



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

touchQ Software Solutions Pvt. Ltd
First Floor, Tri Star Tower
H-1-66, Thykandam, Vytilla
Kochi. PIN: 682019

CIN: U72900KL2018PTC035523
GST: 32AAECTB452C1ZK
Ph: +91 9061 58 73 99
www.touchqsolutions.com
info@touchqsolutions.com

Dear Abhinadh R nair ,

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 18-05-2024, we believe you possess the skills and potential that aligns perfectly with our organization.

During the initial three to six months, you will undergo a comprehensive training period. 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 software Engineer. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 3-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate (Degree/ Diploma/ SSLC /PG)
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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. (Allotment based on vacancy)

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- One passport-size photograph

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

www.touchqsolutions.com



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

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

CIN: U72900KL2013PTC035523
GST: 32AAECT8452C12K
Ph: +91 9061 58 73 59
www.touchqsolutions.com
info@touchqsolutions.com

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vyttila

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

touchQ Software Solutions Pvt. Ltd
First Floor, TM-Star Tower
No-66, Thykoodam, Vellore
Kochi PIN: 682019

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

Dear Asish Albert,

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 18-05-2024, 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. During the training period your monthly stipend will be 6000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 10-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate (Degree/ Diploma/ SSLC /PG)
- 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.
(Allotment based on the vacancy)

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.

www.touchqsolutions.com



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

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

CIN: U72900KL2013PTC035523
GST: 32AAECT8452CL2K
Ph: +91 9061 58 73 99
www.touchqsolutions.com
info@touchqsolutions.com

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd


PRINCIPAL
MANAGEMENT CONSULTING

www.touchqsolutions.com



touchQ Software Solutions Pvt. Ltd
New Dimensions to your touch

touchQ Software Solutions Pvt. Ltd
First Floor, 7th Star Tower
NH-66, Thykoodam, Vytilla
Kochi. PIN: 682019

CIN: U72900KL2013PTC035523
GST: IZAAECT84S2C12K
Ph: +91 9061 58 73 59
www.touchqsolutions.com
info@touchqsolutions.com

Dear stelin Shabu ,

Subject: Offer of Employment - Junior production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 5000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 1-07-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate (Degree/ Diploma/ SSLC /PG)
- 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.

[Handwritten signature]
FF-0011-ENC-2024
18-05-2024

www.touchqsolutions.com



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: IDAAECT8452CLZK
Ph: +91 9061 58 73 59
www.touchqsolutions.com
info@touchqsolutions.com

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd


T. J. JONES
MANAGING DIRECTOR
LEADERSHIP

www.touchqsolutions.com



OFFER LETTER

15th April, 2024

Dear ADITHYA PRADEEP,

TORCEDU, with the Registered Office Address at TORC INFOTECH PVT LTD, First Floor, Chandrathil Tower, South Kalamassery, Kochi, Kerala, India 683104 ("Company" or "Torcedu"), is pleased to offer you a full-time position as a Business Development Executive ("Position").

This Offer Letter is issued to ADITHYA ("Employee" or "You"), with the permanent address PULINTHANATHU, THURUTHY PO, VTC: VAZHAPPALLY, District: Kottayam, State: Kerala, PIN Code: 686535, and with A/adhaar No: 3899 8991 3796.

By accepting this Offer Letter and signing in the places indicated, you agree that you have understood the terms and conditions contained in this Offer Letter as given below, and that you will abide by the same during and after the course of your employment with the Company, as necessary. You understand and agree that the terms and provisions of this document supersede any former discussions, oral or written, that the Company or any personnel of the Company may have had with you with respect to the specific subject matter hereof.

Further, you agree that the Company may in its sole discretion alter, relax, delete, or add more terms with respect to all aspects of your employment with the Company in the future, which you will be communicated to via your Company email, and if you continue to serve the Company even after such changes are communicated, you will be deemed to have agreed to those changes. Further, the Company, if it so desires, may transfer the ongoing or the end result of your services and outputs to another

1

TORCEDU
Torc Infotech PVT LTD,
South Kalamassery, Kochi, Kerala, India 683104
+91 9895065829 +91 9847554867 | info@torcedu.com | www.torcedu.com



location, department, entity, subsidiary, parent organization, associates, partners, customers, or offices in India and abroad

You agree and confirm that you are not under any other contractual (professional or otherwise) obligations or commitments that may prevent you from signing this Offer Letter and accepting and undergoing employment terms and offer as per this Offer Letter, as on the Start Date. Further, you confirm that you are relieved of any of your obligations from the previous employment(s), and that you have returned all property and confidential information belonging to your previous employer(s), and that you do not have outstanding issues, dues, or obligations with them which may lead to legal consequences and repercussions to you or the Company, as on the Start Date.

You will be required to sign this Offer Letter, Employment Agreement, and Non-Disclosure Agreement and statutory documents as required by the Company.

You understand that the terms in this Offer Letter together with its annexures and attachments wholly form the terms and policies for the purpose of offering the Position to you. However, you are to abide by other policies of the Company, from the Start Date if not otherwise mentioned, as mentioned in its employee handbook ("Employee Handbook"), other relevant documents—digital or otherwise— or otherwise communicated to you from time to time.

We would like to offer you employment with Torcedu on the terms and conditions enumerated below:

1. Start Date, Place of Work, and Department

- a. Your employment with the Company will commence on June 10, 2024 ("Start Date").



Emergency Leave will only be enabled after 20 days from the joining date.

d. Loss of Pay Leave:

Employees may request unpaid leave for personal reasons, subject to approval by their supervisor and HR.

Loss of Pay Leave will only be enabled after 100 days from the joining date.

The total monthly limit will be 1

e. Floater Leave

Employees can take any one of the floater leave/holiday from the given list of floater holidays

4. Leave Balance: Employees can view their individual leave quota, including Casual Leave, Sick Leave, Emergency Leave, and Loss of Pay Leave, in their employee dashboard. None of these leaves carry forward to the next year
5. Leave Request Process: Employees should submit leave requests using the company's HR Portal, adhering to the notice periods mentioned for Casual Leave, Sick Leave, and Emergency Leave.
6. Leave Approval: Leave requests will be reviewed and approved by supervisors and HR, ensuring compliance with company policies and operational requirements.
7. Return to Work: Employees are expected to resume work promptly after the approved leave period and inform their supervisor of their return.
8. Leave Abuse: The company does not tolerate leave abuse, including fraudulent or unauthorized leave requests. Violations will be subject to disciplinary action.
9. Amendments to the Policy: Torcedu reserves the right to modify the leave policy as needed, and any changes will be communicated to employees.
10. Compliance with Laws: This leave policy is in compliance with applicable labor laws and regulations.
11. Questions and Clarifications: Employees may contact HR for any questions or clarifications regarding the leave policy.

Annexure III

Split-up of the Annual CTC

Component	Monthly Values In INR	Annual Values in INR (approximately)
A. Earnings		
Basic Pay	9,000	1,08,000
Dearness Allowance	3,000	36,000
House Rent Allowance	1,250	15,000
Medical Allowance	1,000	12,000
Travel Allowance	750	9,000
Gross Salary (Total- A)	15,000	1,80,000
B. Deductions		
ESI (Employee Contribution)	113	1,356
Professional Tax	120	1,440
Total Deductions (Total- B)	233	2,796
C. Employer Contribution		
ESI (Employer Contribution)	325	3,900
Total Employer Contribution (Total -C)	325	3,900
D. Net Salary Payable (A-B)	14,767	1,77,204
E. Annual CTC = (A+C)		1,83,900

*The figure shown as "D. Payable (A-B) (Before Income Tax Deduction)" is subject to Tax Deducted at Source (TDS). The values shown are pre-TDS.



HR/AHPL/APMT/08/24/15

Date: 12.08.2024

Ms. Aleena Prasad
Neekkara (H),
Parayakadu P O
Cherthala, Alappuzha, PIN-688540.

Dear Ms. Aleena Prasad,

With reference to your application and subsequent interviews, we are pleased to induct you as Engineering Trainee in our company with effect from 12.08.2024 for a period of 12 months from the date of joining.

The terms and conditions of your training period with us will be as follows:-

1. Your training period shall be for a period of 12 months, beginning from 12.08.2024, which can be extended further or terminated earlier with fifteen days' notice from the Management side, without assigning any reason.
2. You will be eligible for consolidated pay of Rs.15,000/- per month (Fifteen Thousand Rupees Only) during the training period.
3. You will be eligible for the Personal Accident Insurance coverage for a value of Rs.5,00,000/- (Five Lakhs only) per annum in addition to the consolidated pay.
4. The payment will not attract any statutory deductions as per the present Law of the Land.
5. You will be inducted for training in different Projects /Departments.
6. You shall be liable to be posted / transferred to any suitable locations across Kerala during the training period.
7. On successful completion of the training period of 12 months, the Management will assess your total performance and if your total performance during the training period is found to be excellent, you will be absorbed in the rolls of the company and considered for appointment to a designated position as per the rules and regulations of the Company.

ASSET HOMES PRIVATE LIMITED

CIN U45201KL2006PTC019867

No XV/246C, Asset Centrale, NH Bypass, Kundannoor Junction, Maradu P. O., Ernakulam, Kerala - 682 304
Tel: 0484 - 4344 999, 4345 000, Mob: 98464 99999, E-mail: enquiry@assethomes.in | www.assethomes.in



8. In case of successful completion of the training period you will be confirmed as the permanent employee of Asset Homes at Management level and you will be eligible for all benefits, perquisites and facilities as per prevailing policy of the Company.
9. You are bound yourself to complete the training period for a period of twelve months from the date of your joining as Engineering Trainee with Asset Homes. You shall not, for a period of twelve months from the date of joining, request for the pre-closure/termination of training period and request for relieving from the Company for any reason whatsoever.
10. Please be aware that this letter does not constitute a guarantee or contract of employment. Accordingly, the selection process and your appointment as a Engineering Trainee will be terminated at any time for any reason. Therefore, in the event of your termination on whatsoever reasons, during the training period, you will not be eligible for any compensation or reverence package.
11. This offer letter cease immediately if any of the statements made or particulars given by you are found to be non-factual or incorrect.
12. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the Company from time to time in relation to your service conditions which will form part your terms of employment.
13. In an "Event of Breach", which shall include fraud, gross negligence, non-performance, breach of confidentiality, refusal to discharge duties attributed to you by the company, or breach of the above terms and conditions or any act or omission which may affect the Company, the company shall have the right to forthwith terminate your association with it without being liable to pay any amounts/benefits in respect thereof.
14. Any of the technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
15. As a Trainee, you will be expected to serve the company to the best of your ability and with integrity and diligence. You will appreciate that any technical, business or other trade information which may come into your possession, during your association with us, should not be disclosed, divulged or made public while you are in our services or thereafter.





16. We do not permit the Engineering Trainee to engage in any other business or other direct or indirectly and you will be expected not to do so without prior written consent.
17. During the period of your training, the company shall terminate your service by giving you 15 days prior notice in writing of such termination. In no case a Engineering Trainee would be relieved from the company's service unless he/she gives due notice, compensation and hands over the duties and responsibilities to an authorized person of the company.
18. Even though company takes all precautions to ensure a safe working environment, ultimately it is your responsibility to help prevent accidents. You should use all safety and protective equipment at the work site.
19. Any change in your residential address, must be communicated to your immediate supervisor officer and this office writing.

Please signify your acceptance of this appointment on the above mentioned terms and conditions, by signing the copy of this letter and return it to us.

Welcoming you to this organization and wishing you a successful career with us

Responsibly Yours,

For Asset Homes Pvt Ltd



Venu G

DGM-Corporate Affairs

I, Alexis Pareda, here by accept the above terms and conditions mentioned in the offer letter. I also agree that in the event of termination of my training period in the company for any reason whatsoever, I will not demand any type of claims from the company and will not pursue any legal proceedings against the company.

Name of the Engineering Trainee: Alexis Pareda

Signature: 

Date: 12/08/2024





ASSET HOMES PRIVATE LIMITED

CIN: U45201KA2006PTC019867





Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

Experience the Excellence.

27/10/2024

Aswin Das

Ph: +91 9746518538

Email: aswindas140@gmail.com

Dear Aswin,

On the behalf of The Ivory Homes, we are pleased to offer you full time position of **Junior Site Engineer**, other position reasonably determined by The Ivory Homes from time to time.

This offer is to subject to agreeing to the following terms and conditions which we ask you to read carefully prior to your acceptance.

Job Description

- Supervising and instructing the construction team as well as the site.
- Coordinate labour and materials at the construction site to minimise wastage.
- Ensure the team has the materials and equipment to complete the project.
- Purchase the materials to the site as per the requirements.
- Inform client about the project's UpToDate progress.
- Analysing blueprints to ensure that construction projects meet design, safety, and budget specifications.
- Travel to Client sites as required to meet our business needs (including collecting required materials from the warehouse, picking up and dropping off labours etc)

Commencement Date

Your employment will commence on **01/11/2024** and you will be required to undertake reasonable travel to Client sites as required to meet our business needs and those of our clients.

Remuneration

Your salary (Rs 10,000/ month) will be paid in monthly on or about the 15th of the month by electronic funds transfer into the account of your nominated financial institution. Your travel expenses will be paid by the company at the authorised rate of 3 RS per km if you are using your own vehicle. This amount is paid based on the actual kilometres between the client locations. The cost of travel to buy materials and orders using your own vehicle will be reimbursed.

Note: If you travel directly to a client site from your home and to another client location on the same day using your own vehicle then only the distance between those two client locations can be claimed (Please keep a record of km travelled for the reference and send the details to the office admin at the end of the day). The cost of travelling between **home and the regular work site** is considered personal and is not reimbursable. This includes kilometres travelled, tolls, public transport, taxis, and parking. Travel distances between client sites using company vehicles are not taken into consideration.

Probationary Period

This appointment is subject to a Probationary Period of six months from your commencement date.



Experience the Excellence.

Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

During the probationary period, you or we may terminate your employment by giving one month notice or by us paying you a sum equal to your Base Pay for one month in lieu of notice.

Required working Hours

You are employed on a full-time basis and are required to work during The Ivory Homes 's ordinary business hours between 7.30 am and 6.00 pm (as per the site requirements), Monday to Saturday. However, you will need to be flexible about when you work, and you may be required to work outside of these hours, or such additional hours as reasonably required to perform your duties or meet the needs of client assignments.

Leave

You are entitled to take one day of sick leave per month for your own illness or to care for an immediate family member. If you are unable to attend work because of sickness, illness, or injury it's important to inform the Ivory Homes office as soon as possible. Apart from the designated sick days and approved public holidays, you are not entitled to any other forms of leave. If you wish to take additional time off, it will be considered as unpaid leave, and you should make a prior request for it.

Workplace Surveillance

The company may carry out workplace surveillance on a continuous or ongoing basis. Without limiting this, the Company may install cameras at the office which monitor and record movement.

When you commence your employment, the surveillance may already have started. By agreeing to terms of this contract, you consent to the company conducting such surveillance relating to your employment.

Company Resources

Under no circumstances may devote any of the resources (time, equipment, and materials, directly or indirectly supplied by the employer) of The Ivory Homes to any activities other than those authorised by The Ivory Homes unless prior approval of the company is obtained.

Training

From time to time the Company may arrange for employment related training to be conducted in house or externally and you will be required to participate in any such training and deemed necessary by the company.

Workplace Health and Safety

All staff are required to:

- Carry out duties in a manner which does not adversely affect their own health and safety and that of others.
- Cooperate with any measurement introduced by the Employer in the interest of workplace health and safety.

Obey any reasonable instruction given by the company.

- Immediately report any matter which may affect workplace health and safety which is or maybe considered beyond their control.

Termination

Your employment may be terminated by yourself or the company in accordance with the above mentioned and NES.



ZAHARA

BUILDERS PVT. LTD.

+ 91 92880 27770

zaharabuilders@gmail.com
www.zaharabuilders.in

64/5249 A1, NPRA 27, FRANCIS
SPACE IN PALATHURUTHY RD
EDASSERY MANSION
KATHRIKADAVU, KALOOR PO, KOCHI-682017

OFFER LETTER

DATE: 06-07-2024

Dear **INDRAJITH R NAIR**,

Thank you for exploring your career opportunities with **Zahara Builders Pvt.Ltd.** You have completed our selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process. You are selected for the Position of **SITE SUPERVISOR**. Your employment will commence on 06-07-2024

If you accept this position, you will be provided **120000 INR** per annum as Net salary. You will be under **probation period** of **2 months** from the date of joining and will receive on the job training. If you are okay with it, we are pleased to confirm your position at **ZAHARA BUILDERS Pvt.Ltd.**

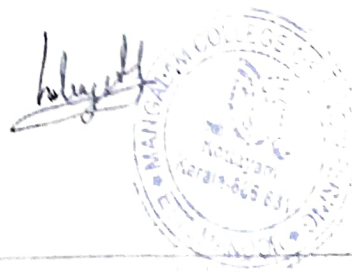
We believe that you will thrive in this role and, we are excited about the prospect of working with you. We look forward to your positive response to this Offer:

Sincerely,



ZAHARA BUILDERS PVT. LTD.
64/5249 A1, NPRA 27, Francis Space
Ground Floor, North Palathuruthy Rd
Opp. Edassery Mansion Hotel
Kathrikadavu, Kaloor P.O, Kochi-682017

SHIFA NAVAS
HR ADMIN
ZAHARA BUILDERS PVT LTD





ZAHARA

BUILDERS PVT LTD

11/1, 6A/5349 A1, PERA 12,

+91 92880 27770

zaharabuilders@gmail.com
www.zaharabuilders.in

Zahara Builders Pvt
Ltd, 6A/5349 A1, PERA 12,
FRANCIS SPACE, NORTH
PALATHURUTHY OPP. EDASSETT
MAHESHWAR HOTEL
KATHIRAKKADAVU, KALOOR
P.O, KODOL - 682017

DATE: 06-07-2024

LOCATION: KALOOR

APPOINTMENT LETTER

Dear Indrajith R Nair,

This is with reference to your interview and the offer of appointment issued to you. We are pleased to appoint you as "SITE SUPERVISOR" for the Ernakulam sector in the company on the following terms and conditions:

1. DATE OF APPOINTMENT: Your date of joining is 06th JULY 2024.
2. SALARY: RS 10,000 on Probation period (2 Months).
3. INCREMENT / PROMOTION: Increments and promotion will be based on individual performance and as per the policy of the company.
4. LEAVE: There will be a oneday leave allotted each month.
5. OFFICE TIMING: Office timing will be from 9 am - 5.00 pm.
6. You will be liable to pay damages to the company for losses caused by you directly or indirectly to company's property.
7. UPDATION: Should update each individual site to their respective whatsapp groups and projects groups and should maintain proper response towards client queries and concerns without fail.



RECORDED
INDEXED

CADD Centre Training Services

2nd Floor, Cappel Building, Opp. Municipal Stadium Pala, Kerala 686575
Phone: 044/22-200961, 9655072755 E-mail: ld.pala@caddcentre.com

CADD CENTRE

Ref: CCTS/PALA/2024-25

20-06-2024

To,
AMRITHA BABY
Panchavattal
Vaikom Chempu P.O
Kottayam

APPOINTMENT LETTER

Dear Ms. AMRITHA BABY,

With reference to your application and the subsequent interview with us, on behalf of the management of Future Techsmith Pvt. Ltd., I am pleased to offer the post of **Business Support Engineer**, on the following terms and conditions given in Annexure 1, 2 attached with forms an integral part of this appointment letter.

Date of Joining: Please report to Mr. Ananthu A S, Managing Director, Future Techsmith Pvt. Ltd., 2nd Floor, Cappel Building, Opp. Municipal Stadium, River View Road, Pala - 686575, before **9.00 am on 20-06-2024** with this letter of appointment in original. If you fail to join services on the said date, please consider this offer as withdrawn with immediate effect.

Salary: Your Annual Total Employment Cost to the company will be Rs.1,91,800 /- (One lakh ninety one thousand and eight hundred only). Your monthly basic pay at the time of joining will be Rupees Ten Thousand per month.

Home Office, Deputation and/or Transfer: You will be an employee of Future Techsmith Pvt. Ltd. Pala which will be considered to be Home Office. Future Techsmith Pvt. Ltd. may at its sole discretion utilise your service at any other of its branches, or depute you for services to any other organization. Your additional compensation if any for such services is given in Annexure 2.

Probation and Confirmation: You will be on Probation for a period of six months inclusive of your Pre-Training period of Fifteen days. On completion of your probation, you are required to submit a self-appraisal report. Based on your report and the management's evaluation of your services during the probation period, your services will be confirmed or terminated at the sole discretion of the management.

Notice Period: If confirmed you will be required to serve for a minimum period of 365 Working Days including the probation period. In the event you resign before the completing 365 Working Days you are liable to pay Future Techsmith Pvt. Ltd. a sum of Rs.50,000/- (Rupees Fifty Thousand only) against the course done through your training period. For a service period between 365 days and three years a notice period of 60 days is required to be given and for a service period beyond three years a notice period of 90 days is required to be given in the event of resignation of services. You may however opt to pay the amount 60/90 days salary in lieu of notice period.

For FUTURE TECHSMITH (P) LTD.

Franchisee
Administrative Office

Future Techsmith Pvt Ltd
8th Floor, GEE GEE Crystal, Office No. 808,
Door No.91, Dr.Radhakrishnan
Salai, Mylapore, Chennai - 600 004 INDIA
Pin: 044 - 4536 6100 Fax: 044 - 2847 3505
www.caddcentre.com

Mr. ANANTHU A.S
Managing Director
DIN-03872848



[Handwritten signature]

RECEIVED
MANGALAM
20-06-2024

Leave: You will be eligible for one day's paid leave for every month completed in the services of the company in addition to one day's paid off day for every six days of service. You are entitled to apply for unpaid leave, which may be granted or denied at the discretion of your superior. Paid or unpaid leave taken without prior written sanction of your superior will entitle the management which may at its sole discretion terminate your services without the mandatory notice period.

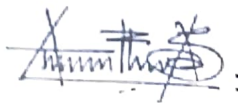
This appointment letter is being issued to you based on the information furnished by you in your application including but not limited to your bio data and the submissions made by you during your interview and our subsequent discussions. If it transpires that you have made a false statement or have concealed or withheld material facts, resulting in you being offered this position, the management reserves the right to terminate your services with immediate effect without mandatory notice period or compensation in lieu thereof.

Please arrange to submit self-attested copies of all your educational certificates mentioned in your biodata, Aadhaar Card and PAN card, along with a colour photograph and relieving letter and experience certificate issued by your previous employer.

The highest educational certificate as per your biodata should be submitted in original to us and the same will be returned to you at the end of your services with us.

I look forward to welcoming you to the Future Techsmith Pvt. Ltd. family on 03-06-2024.

For Future Techsmith Pvt. Ltd.,



Ananthu A S



You are required to sign and submit this letter in original as a token of your acceptance of the above terms and conditions of this offer letter and Annexures 1 & 2 which form an integral part of this offer letter.

Ms. AMRITHA BABY



Annexure I

1. You will be a full time employee and shall not work, take up any full time, part time employment and/or employment either honorary or for any consideration elsewhere in India, and/or otherwise during the period of your employment with Future Training Solutions.
2. You shall not (except in the normal course of your duties) provide any service or deliver any lecture or broadcast or make any contribution or in any form including magazine publication relating to the products, services or in any matter which relates to Future Training Solutions, unless you have applied to and obtained the written permission of your appointing authority.
3. You are required to maintain utmost secrecy in respect of project documents, materials, offer, design documents, project cost and estimation, technology, software, hardware and Future Training Solutions policies, patterns, trademark and business secrets.
4. You will not divulge or make public any technical or other information which may come to knowledge or possession during your employment or thereafter.
5. If you are charged with any crime such as fraud, disorderly behaviour or moral turpitude or have been declared an insolvent your services will be deemed to have been terminated on the date on which the event has come to the knowledge of the management and you will not be entitled to the benefit of the notice period or compensation thereof.
6. You will not accept any present, commission or any sort of gratification in cash and/or kind from any party, person, firm, company or institution dealing with Future Training Solutions. You shall report any such offer to your appointing authority within 24 hours of having received such an offer. We didn't encourage any personal contact between you and customer.
7. The first fifteen days shall be considered to be pre-training period. Pre training period salary shall be paid on your resignation subject to you having served a minimum period of 365 days.
8. You will entrust a cheque leaf of your salary account for a sum of Rs 50,000/- (Fifty thousand only) in lieu of a bond. On completion of 365 working days the same will be returned to you under due receipt. In the event of your resigning before completing 365 working days you give Future Training Solutions the unconditional right to encash the same towards expenses incurred by them during your training period.
9. You will be responsible for the safe keeping and return in good condition of all property which may be assigned to you or may be in your use, custody or charge.
10. You will be responsible for the safe keeping and return in good condition of all property which may be assigned to you or may be in your use, custody or charge.
11. In the event of your resignation or termination all material assigned to you or in your use, custody or charge has to be returned to your reporting head and only after a NOC from your reporting head will be your final settlement be processed.
12. If you are provided a Post Paid SIM the same should be used only for official work and you are expected to be available 24 hours a day. You alone will be responsible for any misuse under the IT Act or any other law notified by any authority till the same is surrendered and a receipt is obtained for the same.
13. You are liable to retire at the end of month when you attain the age of 58 years.

14. Your career path will be designed and assigned to you by your reporting head and we expect you to aid the growth and development of Future Training Solutions through mutual understanding and by following an open-door policy in all respects.
15. Notwithstanding anything of the above terms Future Training Solutions, is empowered to amend, or create additional terms and conditions to ensure the smooth functioning of its business.
16. Communication to customers is only through proper channel. We will not allow you to share any contact details of staff to students.



For Future Training Solutions,



Dawn S Kurian

Ms. MEKHA M SIVAN

Name: Mekha M Sivan

Position: Business Support Manager

1. **Conveyance Allowance** – For Bike Rs.5/- (Rupees Five Only) per running KM and for Car Rs.10/- (Rupees TEN Only) per running KM will be paid for travel on official duty sanctioned in advance by your reporting authority in writing only if conveyance is provided by you. Post travel sanction will be sole discretion of your reporting authority. Running KM will be calculated as the shortest distance as per GOOGLE MAPS from your HOME OFFICE to the destination. This will in addition to Conveyance Allowance given in your Salary.
2. **Mobile Allowance** – If you are in Sales wing, you will be provided a Postpaid SIM or a Mobile Allowance in your Salary. You should be available on the same 24 hours a day. In case a mobile phone with sim card issued, you must return it without any damage at the time of resignation or whenever required.
3. **Performance based Incentive**

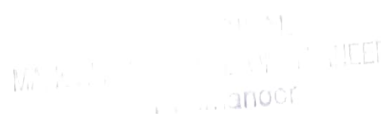
1. Basic Salary	12000 * 12	144000
2. Outside Seminar: 200/presentation	24 Presentation	4800
3. Incentive (3% of Collection) Min of 50K Achieved/Month-24 Lak 12 Months	3000 * Rs.24 Lakh	72000
4. College Order Training: 200 per day	20 days	4000
5. Performance Based Increment Rs.500 in six months	6 * 500	3000
6. Sixth software Batc: onwards: 1000/- SW	2 * 6	12000
7. Database Collection 2 Rs per new data	2 Rs*3000 no.s	6000
8. Online Batch after 8 Hours/ Day	240 Hrs (1.5 * Basic/Hr)	12000
Total Salary (CTC Part)		257800

Total CTC = 1,44,000+ 1,13,800= Rs. 2,57,800/-
(Two Lakhs Fifty Seven Thousand and Eight Hundred Only)

For Future Training Solutions



Dawn S Kurian



OFFER LETTER

Date: 08-07-2024

Dear Mr. Jithin Vijayan,

Sub: Letter of Offer for the position of **Junior Site Engineer**

Thank you for your interest in employment and association with M/s Interia Infrastructure Pvt Ltd., and we are pleased to confirm you an offer of employment as Manager in Tendering.

You will be working at Hyderabad office by duly reporting to **Mr. Renjith P A – Project Manager**. As agreed mutually your date of joining will be **08-July- 2024** and your probation period will be for 3 months from your date of joining.

Your CTC will be **1,80,000/-** (One Lakh Eighty Thousand only) per annum inclusive of food and accommodation. The detailed bifurcation will be issued with appointment Letter. This will be inclusive of all allowance.

Your compensation details are confidential and you may discuss it only with HR, or Accounts manager in case any clarification. It is our hope that your acceptance of our offer will be just a beginning of a mutually beneficial relationship with our company.

At the time of your joining, it is mandatory for you to submit the following documents with clear visible documents.

1. PAN Card/Passport copy
2. Voter ID / Aadhar card,
3. Copies of educational and experience certificates,
4. Relieving certificate from the previous s employer, (After joining)
5. Appointment letter of the previous employer and salary revision letters,
6. Last 3 months pay slip received from the previous employer,
7. Form 16 (TDS Certificate)
8. 4 Passport Size Photographs.
9. A certificate of Medical Fitness

INTERIA INFRASTRUCTURE PRIVATE LIMITED

Regd. Off: 1st Floor, SS Enclave, Plot No:44, Jayabheri Enclave Phase - 2, Gachibowli, Hyderabad - 500032

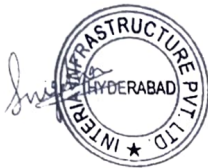
CIN: U45209TG2013PTC087959, T: +91-4029557049, E: info@interia.in





This offer Letter will stand withdrawn in the event of you not joining the duty on the date as mentioned above unless there has been a request for the extension of date in writing and the same has been approved by us. If you wish to discuss any detail of this offer, feel free to contact HR.

Looking forward to work with you soon.



With Regards,
Snigdha Jena
Interia Infrastructure Pvt. Ltd.

I, Jithin Vijayan accepted the offer and willing to join at the above - mentioned date.

Signature with date:

(Full Name in Block Letters).

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Bhuvanagiri

INTERIA INFRASTRUCTURE PRIVATE LIMITED

Regd. Off: 1st Floor, SS Enclave, Plot No:44, Jayabheri Enclave Phase - 2, Gachibowli, Hyderabad - 500032
CIN: U45209TG2013PTC087959, T: +91-4029557049, E: info@interia.in



CTC STRUCTURE OF Mr. Jithin Vijayan		
Component	PM	PA
Basic	9,000	1,08,000
HRA	3,600	43,200
Conveyance	1,000	12,000
Bonus	750	8,996
Other Allowances	650	7,804
Gross Payable	15,000	1,80,000
Employer PF	0	0
Employer ESI	0	0
Medical Insurance	-	-
Total CTC	15,000	1,80,000
Employee PF	0	0
Employee ESI	0	0
Professional Tax	0	0
Total Employee Deduction	0	00
Net Salary Payable (Total Gross – Total Employee Deduction)	15,000	1,80,000

Employee Signature:

INTERIA INFRASTRUCTURE PRIVATE LIMITED
Regd. Off: 1st Floor, SS Enclave, Plot No:44, Jayabheri Enclave Phase - 2, Gachibowli, Hyderabad - 500032
CIN: U45209TG2013PTC087959, T: +91-4029557049, E: info@interia.in



FOR OFFICIAL USE ONLY
MAINTAINING OFFICE

CADD Centre Training Services

2nd Floor, Koorans gateway, Near KG Hospital, Thrissur Road,
Angamaly Ernakulam, Kerala 683572 Phone: 9446340453

CADD CENTRE

Ref: CCTS/Angamaly/2024-25

17-07-2024

To,

MEKHA M SIVAN

Mappila Parambil,

Padinjarekkara P O,

Padinjarekkara, Vaikom, Naduvile(Part)

Kottayam

APPOINTMENT LETTER

Dear Ms. MEKHA M SIVAN,

With reference to your application and the subsequent interview with us, on behalf of the management of Future Training Solutions I am pleased to offer the post of **BUSINESS SUPPORT ENGINEER (Techno-commercial)**, on the following terms and conditions given in Annexure-1 & 2 attached with forms an integral part of this appointment letter.

Date of Joining: Please report to Mr. Dawn S Kurian, Managing Director, Future Training Solutions, 2nd Floor, Koorans gateway, Near KG Hospital, Thrissur Road, Angamaly Ernakulam - 683572, before **9.00 am on 17-07-2024** with this letter of appointment in original. If you fail to join services on the said date, please consider this offer as withdrawn with immediate effect.

Salary: Your Annual Total Employment Cost to the company will be Rs.2,57,800/- (Rupees Two Lakhs Fifty Seven Thousand and Eight Hundred only) per annum, the details of which are given in Annexure 2. Basic pay of Rupees Twelve Thousand only per month.

Home Office, Deputation and/or Transfer: You will be an employee of Future Training Solutions, Angamaly, which will be considered to be Home Office. Future Training Solutions, may at its sole discretion utilize your service at any other of its branches, or depute you for services to any other organization. Your additional compensation if any for such services is given in Annexure 2.

Probation and Confirmation: You will be on Probation for a period of three months inclusive of your Pre-training period of fifteen days. On completion of your probation, you are required to submit a self-appraisal report. Based on your report and the management's evaluation of your services during the probation period, your services will be confirmed or terminated at the sole discretion of the management.

Notice Period: If confirmed you will be required to serve for a minimum period of 365 Working Days including the probation period. In the event you resign before the completing 365 Working Days you are liable to pay Future Training Solutions a sum of Rs.50,000/- (Rupees Fifty Thousand only) done through your training period. For a service period between 365 days and three years a notice period of 60 days is required to be given and for a service period beyond three years a notice period of 90 days is required to be given in the event of resignation of services. You may however opt to pay the amount 60/90 days salary in lieu of notice period.

Franchisee
Administrative Office

: **Future Training Solutions**

: 8th Floor, GEE GEE Crystal, Office No. 8C & 8D,
Door No.91, Dr.Radhakrishnan Salai,
Mylapore, Chennai - 600 004. INDIA.

Ph: 044 - 4596 6100 Fax: 044 - 2847 3505
www.caddcentre.com



RECEIVED
MANGALAM CO. LTD.
CHENNAI

Leave: You will be eligible for one day's paid leave for every month completed in the services of the company in addition to one day's paid off day for every six days of service. You are entitled to apply for unpaid leave, which may be granted or denied at the discretion of your superior. Paid or unpaid leave taken without prior written sanction of your superior will entitle the management which may at its sole discretion terminate your services without the mandatory notice period.

This appointment letter is being issued to you based on the information furnished by you in your application including but not limited to your bio data and the submissions made by you during your interview and our subsequent discussions. If it transpires that you have made a false statement or have concealed or withheld material facts resulting in you being offered this position, the management reserves the right to terminate your services with immediate effect without mandatory notice period or compensation in lieu thereof.

Please arrange to submit self-attested copies of all your educational certificates mentioned in your biodata, Aadhaar Card and PAN card, along with a colour photograph and relieving letter and experience certificate issued by your previous employer.

The highest educational certificate as per your bio data should be submitted in original to us and the same will be returned to you at the end of your services with us.

I look forward to welcoming you to the Future Training Solutions family on 17-07-2024.

For Future Training Solutions,


Dawn S Kurian

You are required to sign and submit this letter in original as a token of your acceptance of the above terms and conditions of this offer letter and Annexures 1 & 2 which form an integral part of this offer letter.





Ms. MEKHA M SIVAN

RECEIVED
FUTURE TRAINING SOLUTIONS
17-07-2024



Experience the Excellence.

Vengathanam Building
Kozhuvanal, Pala – 686573

Ph: +918139023842, +91 9539079209

Email: theivoryhomes@gmail.com

Upon termination of your employment for whatever reason, you must return all company property in your possession.

Confidentiality

All "The Ivory Homes" company and service information must be treated **as confidential during and after your employment and may not be divulged to any person without prior authority from The Ivory Homes.**

On the termination of your employment for whatever reason you must return all documents and software (and copies of both) containing or referring to company and service information

Supersession

The terms and conditions of employment set out this contract provide the totality of your terms and conditions of employment and supersedes any previously issued letters of offer or contracts, or any other representations made to you in relation to your employment.

If you do have any questions, please feel free to discuss them with us. Otherwise, we look forward to your acceptance of the offer which will be by signing one copy of this letter and returning it to the office.

Yours Sincerely,

The Ivory Homes

Managing Partner

Signed and Accepted by: -----

Date: -----



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING & TECHNOLOGY
Kozhuvanal, Pala - 686573



Anjilithanam, Thiruvalla Mob: + 91 7594883709, 8891883709
Reg. Office: Urukunnu P.O, Kollam (Dist.), Kerala
Pushpagiriylbuilders@gmail.com

Ref: PBD/023/HR/2024-25

Date: 21-06-2024

To,

Mr. Nijo J Zachariah,

We are pleased to inform that you have been selected to work for Pushpagiriyl Builders & Developers as "Trainee Site Engineer" based on the interview discussions and application submitted to us.

Details of the Responsibilities, terms and conditions of the offer are as under.

- Co-ordinating with Project Engineer, site supervisors and other team members to ensure that projects are completed on time.
- Inspect construction site to ensure that work is being done according to the given plan and specifications.
- Monitoring the project in a timely manner to ensure that it is well within the scheduled time frame and budget parameters.
- To perform calculations and make estimate on the quantities of materials required for the project.
- Maintain records of work in progress of all contractors.
- Liaison with all stake holders including local government bodies, to ensure that compliance under all government laws are strictly adhered to.
- To help & co-ordinate with senior site supervisor, site engineer in the villa project as and when required.
- Co-ordinate and work along with the Marketing team as per requirement for the promotional programs, sales enhancement etc.
- You would be responsible to effectively manage and complete any other assignments/ duties given by the Management/ Project Manager from time to time apart from the above mentioned responsibilities.

Financial Offer - Salary and Benefits:

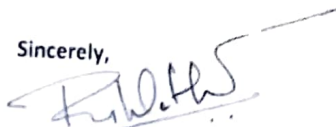
- A) Consolidated Salary offered for "Trainee Site Engineer" position is Rs. 12,500 per month.

Further information about the work:

1. Reporting: You will report to Mr. Sankar C (Project Manager)
2. Working hours: Your working hours will be from 8 am to 5.30 pm.
3. Probation period: You will be under a probation period of 3 months from the date of joining. After successful completion of this term, you will be eligible for availing all the benefits from the Company.
4. Vacations: On successful completion of the probation period you will be eligible for 12 paid casual leave and 7 paid medical leave for one financial year. You will be permitted to take only one casual leave per month.
5. Further to the above, a performance review will be carried out at the end of the probation period.

We are delighted to send you this offer to be approved and signed from you in order to start the job from 01-07-2024. We look forward for you to join our Company in order to work with you.

Sincerely,



Ritesh Mathew

Human Resource Manager

Pushpagiriyl Builders and Developers



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANNOOR

OFFER LETTER

DATE: 28-06-2024

To,

SREENATH V R
VANCHITHOTTIL(H) ,
CHINGAVANAM , P.O ,
KOTTAYAM , KERALA
Pincode : 686531
Ph: +91 8129208940
Gmail: sreenathvr12@gmail.com

Subject: Offer letter for the post of Site Engineer

Dear Sreenath ,

We would like to inform you that you have been selected as Site Engineer for a period of 12 months w e f 01st July 2024.

Your stipend as a site engineer will be Rs.10,000 in your First month. You will be eligible for salary increment of about Rs.11,000 on Second and Third month, Rs.12,000 on Fourth to Sixth month, Rs.13,000 on Seventh and Eighth month, Rs.14,500 on Ninth month to end of the project. You shall not be eligible for any other monetary benefits during the period. If you decide to leave the company during the period, you will be required to inform us before Three weeks.

Kindly sign and send us a copy of this letter to show your acceptance as Site engineer.

Thanking You
MANAGING DIRECTOR
TOP LEVEL BUILDERS AND DEVELOPERS

SREENATH V R
SITE ENGINEER



RECEIVED
MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM
28/06/2024

05-Jul-2024

Adithyalakshmi S,
Santhi Nivas,
Valamangalam
South Thuravoor (P.O),
Cherthala, Alappuzha,
Kerala, India – 688532.

OFFER LETTER

Dear Adhithyalakshmi,

Further discussion with you, we are pleased to inform your selection for the post of **Junior QS trainee** with **SMARD**, based in **MGU Kottayam**. Work location will be changed based on project requirements.

During your appointment, the company shall pay to you a **CTC of INR 11000/- Per Month**.

You will be on **three months' probation period**. We expect you to join us on **08-Jul-2024**. Please note that this offer is valid subject to your signing and returning the duplicate copy of this letter within 2 working days.



Please bring along **following documents** on the date of joining:

1. 3 passport size color photos
2. Relieving letter and experience letter in original from your previous company
3. Last 3 months pay slips from your previous employer
4. Education certificates to support your qualifications
5. Address proof, ID proof and PAN card copy
6. Cancelled cheque copy/ Bank pass book copy

We welcome you and are delighted that you have been chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

With Regards,

For SMARD.


Fathima B
Assistant Manager -HR

YOUR VISION OUR MOTIVATION
A/768, Sabari Enclave
P.O. Kootupettai
Chandranagar, P.O.
Palakkad - 676107
Phone : 2570121
Email: info@smard.in




PRINCIPAL
MGU KOTTAYAM COLLEGE OF ENGINEERING
P.O. KOTTAYAM

I Mr. / Ms. accept the above offer and will join on or before _____ (date & Sign)

COST TO COMPANY BREAKUP		
ANNEXURE 'A'		
Name	Adithyalakshmi S	
DOJ	08 July 2024	
Designation	QS Trainee	
Department	Civil	
Employment Type	Contract Basis	
Salary Breakup	Monthly	Yearly
Basic + DA	6450	77400
HRA	2580	30960
Conveyance	1600	19200
Medical Allowance	120	1440
Special Allowance	0	0
Food Allowance	0	0
Gross Salary	10750	129000
Deductions		
Accommodation	3000	36000
Employee PF (12%)	0	0
Employee ESI (0.75%)	0	0
Professional Tax	0	0
Total Deductions	3000	36000
Net Salary	7750	93000
Employer Contributions		
Employer PF (13%)	0	0
Employer ESIC (3.25%)	0	0
Medical Insurance	250	3000
Total Benefits	250	3000
CTC	11000	132000

SMARD,


 Father B
 Assistant Manager- HR

Assistant Manager- HR



Employee Acceptance



Date: 01.08.2024

Mr. Christin Jose,
Patteril House,
Thonnamala P O,
Pathanamthitta,
PIN-689668.

Dear Mr. Christin Jose,

With reference to your application and subsequent interviews, we are pleased to induct you as Engineering Trainee in our company with effect from 01.08.2024 for a period of 12 months from the date of joining.

The terms and conditions of your training period with us will be as follows:-

1. Your training period shall be for a period of 12 months, beginning from 01.08.2024, which can be extended further or terminated earlier with fifteen days' notice from the Management side, without assigning any reason.
2. You will be eligible for consolidated pay of Rs.15,000/- per month (Fifteen Thousand Rupees Only) during the training period.
3. You will be eligible for the Personal Accident Insurance coverage for a value of Rs.5,00,000/- (Five Lakhs only) per annum in addition to the consolidated pay.
4. The payment will not attract any statutory deductions as per the present Law of the Land.
5. You will be inducted for training in different Projects / Departments.
6. You shall be liable to be posted / transferred to any suitable locations across Kerala during the training period.
7. On successful completion of the training period of 12 months, the Management will assess your total performance and if your total performance during the training period is found to be excellent, you will be absorbed in the rolls of the company and considered for appointment to a designated position as per the rules and regulations of the Company.

ASSET HOMES PRIVATE LIMITED

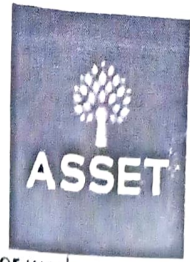
CIN: U45201KL2006PTC019867



No. XV/246C, Asset Centrale, NH Bypass, Kundannoor Junction, Maradu P. O., Ernakulam, Kochi - 682 304.
Tel: 0474 - 4344 999, 4345 000, M.b. 98464 99999, E-mail: enquiry@assethomes.in | www.assethomes.in

8. In case of successful completion of the training period you will be confirmed as the permanent employee of Asset Homes at Management level and you will be eligible for all benefits, perquisites and facilities as per prevailing policy of the Company.
9. You are bound yourself to complete the training period for a period of twelve months from the date of your joining as Engineering Trainee with Asset Homes. You shall not, for a period of twelve months from the date of joining, request for the pre-closure/termination of training period and request for relieving from the Company for any reason whatsoever.
10. Please be aware that this letter does not constitute a guarantee or contract of employment. Accordingly, the selection process and your appointment as a Engineering Trainee will be terminated at any time for any reason. Therefore, in the event of your termination on whatsoever reasons, during the training period, you will not be eligible for any compensation or reverence package.
11. This offer letter cease immediately if any of the statements made or particulars given by you are found to be non-factual or incorrect.
12. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the Company from time to time in relation to your service conditions which will form part your terms of employment.
13. In an "Event of Breach", which shall include fraud, gross negligence, non-performance, breach of confidentiality, refusal to discharge duties attributed to you by the company, or breach of the above terms and conditions or any act or omission which may affect the Company, the company shall have the right to forthwith terminate your association with it without being liable to pay any amounts/benefits in respect thereof.
14. Any of the technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
15. As a Trainee, you will be expected to serve the company to the best of your ability and with integrity and diligence. You will appreciate that any technical, business or other trade information which may come into your possession, during your association with us, should not be disclosed, divulged or made public while you are in our services or thereafter.





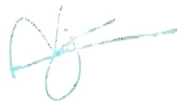
16. We do not permit the Engineering Trainees to engage in any other business or ^{work} ^{workably} ^{work} either directly or indirectly and you will be expected not to do so without prior consent in writing.
17. During the period of your training, the Company shall terminate your service by giving you 15 days' prior notice in writing of such termination. In no case a Engineering Trainee would be relieved from the company's service unless he/she gives due notice, compensation and hands over the duties and responsibilities to an authorized person of the company.
18. Even though company takes all precautions to ensure a safe working environment, ultimately it is your responsibility to help prevent accidents. You should use all safety and protective equipment at the work site.
19. Any change in your residential address, must be communicated to your immediate supervisor officer and this office writing.

Please signify your acceptance of this appointment on the above mentioned terms and conditions, by signing the copy of this letter and return it to us.

Welcoming you to this organization and wishing you a successful career with us.

Responsibly Yours,
For Asset Homes Pvt Ltd


Venu G
DGM-Corporate Affairs



MANGALAM COLLEGE OF ENGINEERING
For You
Kerala-038 531
Ettumanoor

I....., here by accept the above terms and conditions mentioned in the offer letter. I also agree that in the event of termination of my training period in the company for any reason whatsoever, I will not demand any type of claims from the company and will not pursue any legal proceedings against the company.

Name of the Engineering Trainee:.....

Signature :

Date :

ASSET HOMES PRIVATE LIMITED

CIN: U45201KL2006PTC019867

No. XV/24EC, Asset Centrale, NH Bypass, Kundannoor Junction, Maradu P. O., Ernakulam, Kochi - 682 304
Tel: 0484 - 4344 999, 4345 000, Mob: 98464 99999, E-mail: enquiry@assethomes.in | www.assethomes.in





HR/AHPL/APMT/08/24/13

Date: 12.08.2024

Mr. Albey P Joseph
Puthenpurackal,
Varanam (PO), Puthanangadi,
Cherthala, Alappuzha. PIN-688555.

Dear Mr. Albey P Joseph

With reference to your application and subsequent interviews, we are pleased to induct you as Engineering Trainee in our company with effect from 12.08.2024 for a period of 12 months from the date of joining.

The terms and conditions of your training period with us will be as follows:-

1. Your training period shall be for a period of 12 months, beginning from 12.08.2024, which can be extended further or terminated earlier with fifteen days' notice from the Management side, without assigning any reason.
2. You will be eligible for consolidated pay of Rs.15,000/- per month (Fifteen Thousand Rupees Only) during the training period.
3. You will be eligible for the Personal Accident Insurance coverage for a value of Rs.5,00,000/- (Five Lakhs only) per annum in addition to the consolidated pay.
4. The payment will not attract any statutory deductions as per the present Law of the Land.
5. You will be inducted for training in different Projects /Departments.
6. You shall be liable to be posted / transferred to any suitable locations across Kerala during the training period.
7. On successful completion of the training period of 12 months, the Management will assess your total performance and if your total performance during the training period is found to be excellent, you will be absorbed in the rolls of the company and considered for appointment to a designated position as per the rules and regulations of the Company

ASSET HOMES PRIVATE LIMITED

CIN: U45201KL2006PTC019867

No: KV/246C Asset Centre, NH Bypass, Kundanoor junction, Maradu P.O., Ernakulam, Kerala - 682 304.
Tel: 0484- 4344 999, 4145 000 Mob: 98464 99999 E-mail: enquiry@assethomes.in / www.assethomes.in



8. In case of successful completion of the training period you will be confirmed as the permanent employee of Asset Homes at Management level and you will be eligible for all benefits, perquisites and facilities as per prevailing policy of the Company.
9. You are bound yourself to complete the training period for a period of twelve months from the date of your joining as Engineering Trainee with Asset Homes. You shall not, for a period of twelve months from the date of joining, request for the pre-closure/termination of training period and request for relieving from the Company for any reason whatsoever.
10. Please be aware that this letter does not constitute a guarantee or contract of employment. Accordingly, the selection process and your appointment as an Engineering Trainee will be terminated at any time for any reason. Therefore, in the event of your termination on whatsoever reasons, during the training period, you will not be eligible for any compensation or reverence package.
11. This offer letter cease immediately if any of the statements made or particulars given by you are found to be non-factual or incorrect.
12. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the Company from time to time in relation to your service conditions which will form part your terms of employment.
13. In an "Event of Breach", which shall include fraud, gross negligence, non-performance, breach of confidentiality, refusal to discharge duties attributed to you by the company, or breach of the above terms and conditions or any act or omission which may affect the Company, the company shall have the right to forthwith terminate your association with it without being liable to pay any amounts/benefits in respect thereof.
14. Any of the technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
15. As a Trainee, you will be expected to serve the company to the best of your ability and with integrity and diligence. You will appreciate that any technical, business or other trade information which may come into your possession, during your association with us, should not be disclosed, divulged or made public while you are in our services or thereafter.



- 16 We do not permit the Engineering Trainees to engage in any other business or work, either directly or indirectly and you will be expected not to do so without prior consent in writing.
- 17 During the period of your training, the Company shall terminate your service by giving you 15 days' prior notice in writing of such termination. In no case a Engineering Trainee would be relieved from the company's service unless he/she gives due notice, compensation and hands over the duties and responsibilities to an authorized person of the company.
- 18 Even though company takes all precautions to ensure a safe working environment, ultimately it is your responsibility to help prevent accidents. You should use all safety and protective equipment at the work site.
- 19 Any change in your residential address, must be communicated to your immediate supervisor of ficer and this office writing.

Please signify your acceptance of this appointment on the above mentioned terms and conditions, by signing the copy of this letter and return it to us.

Welcoming you to this organization and wishing you a successful career with us.

Responsibly Yours,

For Asset Homes Pvt Ltd


Venu G
DGM-Corporate Affairs



MANGALAM COLLEGE OF ENGINEERING
KOTTAYAM

I....., here by accept the above terms and conditions mentioned in the offer letter. I also agree that in the event of termination of my training period in the company for any reason whatsoever, I will not demand any type of claims from the company and will not pursue any legal proceedings against the company.

Name of the Engineering Trainee:.....

Signature :

Date :



ASSET HOMES PRIVATE LIMITED

CIN U45201KL2006PTC019867

No. XV/240, Asset Centre, NH Bypass, Kundannoor Junction, Maradu P. O., Ernakulam, Kochi - 682 304
Tel: 0484 59999, Mob: 98464 59999, E-mail: enquiry@assethomes.in | www.assethomes.in





PROVISIONAL OFFER LETTER

College Name: Mangalam College of Engineering

Date : 16-03-2024

Dear Aparna Revi,

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

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
TECHNOPOLIS, KAKKANAD



ZAHARA

BUILDERS PVT. LTD.
CONSTRUCTION & CONSTRUCTION

+ 91 92880 27770

zaharabuilders@gmail.com
www.zaharabuilders.in

64/5249 A1, NPRA 27, FRANCIS
SPACE, N. PALATHURUTHY OPP.
EDASSERY MANSION
KATHRIKADAVA, KALOOR P.O, KOCHI
682017

OFFER LETTER

DATE: 11-07-2024

Dear **AJAY PRAKASH,**

Thank you for exploring your career opportunities with **Zahara Builders Pvt.Ltd.** You have completed our selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process. You are selected for the Position of **SITE SUPERVISOR.** Your employment will commence on 11-07-2024.

If you accept this position, you will be provided **120000 INR** per annum as Net salary. You will be under **probation period** of **2 months** from the date of joining and will receive on the job training. If you are okay with it, we are pleased to confirm your position at **ZAHARA BUILDERS Pvt.Ltd.**

We believe that you will thrive in this role and, we are excited about the prospect of working with you. We look forward to your positive response to this Offer.

Sincerely,

SHIFA NAVAS
HR ADMIN
ZAHARA BUILDERS PVT LTD



ZAHARA BUILDERS PVT. LTD.
64/5249 A1, NPRA 27, Francis Space
Ground Floor, North Palathuruthy Rd.
Opp. Edassery Mansion Hotel
Kathrikadavu, Kaloor P.O, Kochi-682017



MANGALAM COLLEGE OF ENGINEERING
KATHRIKADAVA, KALOOR P.O, KOCHI-682017





ZAHARA
BUILDERS PVT. LTD
INTERIOR & CONSTRUCTION

+91 92880 27770



zaharabuilders@gmail.com
www.zaharabuilders.in



Zahara Builders Pvt.
Ltd, 64/5249 A1, NPRA 22,
FRANCIS SPACE, NORTH
PALATHURUTHY OPP. EDASSERY
MANSION HOTEL
KATHIRIKKADAVU, KALOOR
P.O, KOCHI - 682017



DATE: 06-07-2024

LOCATION: KALOOR

APPOINTMENT LETTER

Dear Midhun Menon,

This is with reference to your interview and the offer of appointment issued to you. We are pleased to appoint you as "SITE SUPERVISOR" for the Ernakulam sector in the company on the following terms and conditions:

1. **DATE OF APPOINTMENT:** Your date of joining is 08th JULY 2024.
2. **SALARY:** RS 10,000 on Probation period (2 Months).
3. **INCREMENT / PROMOTION:** Increments and promotion will be based on individual performance and as per the policy of the company.
4. **LEAVE:** There will be a oneday leave allotted each month.
5. **OFFICE TIMING:** Office timing will be from 9 am - 5.00 pm.
6. You will be liable to pay damages to the company for losses caused by you directly or indirectly to company's property.
7. **UPDATION:** Should update each individual site to their respective whatsapp groups and projects groups and should maintain proper response towards client queries and concerns without fail.



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ERNAKULAM



1. **ASSIGNMENT:** You are required to finish the correct facts of your previous service. if any declaration made or info furnished by you to the company proves false or correct information found to have been suppressed, your services are liable to be terminated without any notice or compensation and without prejudice to the legal and / or other remedies available to the management.

2. **ABANDONMENT OF EMPLOYEEMENT:** Upon unauthorized absence from work for a continuous period of ten days including overstay after expiry of sanctioned leave it will be presumed that you are no longer interested to continue your services in this organization and your employment shall automatically come to an end without any notice or intimation. Your name shall be struck off from the rolls of the company. In case of immediate resignation, you shall serve under a notice period of 1 month without fail and hand over your data to the company or else there will be strict actions taken.

3. **DISCIPLINE:** You shall strictly abide by the rules, regulations, office order and instructions issued by senior management from time to time. Any instance of improper conduct, misconduct, reckless behavior or grows negligence about your duties or any other activities which can vitiate the working environment or cause harm to the expectation of the company, can lead to termination of your employment without any notice or disciplinary action can be taken against you.

During the stay with, company you will be govern by the service, rules and practices as amended from time to time.

For and on behalf of Zahara Builders Pvt.Ltd

SHIFA NAVAS

(HR ADMIN)

I have read and clearly understood all the terms and conditions of my appointment letter. I accept the same. I also agree to the terms and conditions of employment.


MIDHUN MENON

PRINCIPAL
M COLLEGE OF ENGINEERING
Chumanoor



HR/AHPL/APMT/08/24/14

Date: 12.08.2024

Ms. Aleena V M
Ambadi (H),
Pattanakkad P O,
Cherthala, Alappuzha PIN-688531

Dear Ms. Aleena V M

With reference to your application and subsequent interviews, we are pleased to induct you as Engineering Trainee in our company with effect from 12.08.2024 for a period of 12 months from the date of joining.

The terms and conditions of your training period with us will be as follows:-

1. Your training period shall be for a period of 12 months, beginning from 12.08.2024, which can be extended further or terminated earlier with fifteen days' notice from the Management side, without assigning any reason.
2. You will be eligible for consolidated pay of Rs.15,000/- per month (Fifteen Thousand Rupees Only) during the training period.
3. You will be eligible for the Personal Accident Insurance coverage for a value of Rs.5,00,000/- (Five Lakhs only) per annum in addition to the consolidated pay.
4. The payment will not attract any statutory deductions as per the present Law of the Land.
5. You will be inducted for training in different Projects /Departments.
6. You shall be liable to be posted / transferred to any suitable locations across Kerala during the training period.
7. On successful completion of the training period of 12 months, the Management will assess your total performance and if your total performance during the training period is found to be excellent, you will be absorbed in the rolls of the company and considered for appointment to a designated position as per the rules and regulations of the Company.

ASSET HOMES PRIVATE LIMITED

CIN: U45201KL2006PTC019867

No. XY/246C, Asset Centrale, NH Bypass, Kundanneor Junction, Maradu P. O., Ernakulam, Kochi - 682 304
Tel: 0684 - 4344 999, 4345 000, Mob: 98466 99999, E-mail: enquiry@assethomes.in | www.assethomes.in



8. In case of successful completion of the training period you will be confirmed as the permanent employee of Asset Homes at Management level and you will be eligible for all benefits, perquisites and facilities as per prevailing policy of the Company.
9. You are bound yourself to complete the training period for a period of twelve months from the date of your joining as Engineering Trainee with Asset Homes. You shall not, for a period of twelve months from the date of joining, request for the pre closure/termination of training period and request for relieving from the Company for any reason whatsoever.
10. Please be aware that this letter does not constitute a guarantee or contract of employment. Accordingly, the selection process and your appointment as a Engineering Trainee will be terminated at any time for any reason. Therefore, in the event of your termination on whatsoever reasons, during the training period, you will not be eligible for any compensation or reverence package.
11. This offer letter cease immediately if any of the statements made or particulars given by you are found to be non-factual or incorrect.
12. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the Company from time to time in relation to your service conditions which will form part your terms of employment.
13. In an "Event of Breach", which shall include fraud, gross negligence, non-performance, breach of confidentiality, refusal to discharge duties attributed to you by the company, or breach of the above terms and conditions or any act or omission which may affect the Company, the company shall have the right to forthwith terminate your association with it without being liable to pay any amounts/benefits in respect thereof.
14. Any of the technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
15. As a Trainee, you will be expected to serve the company to the best of your ability and with integrity and diligence. You will appreciate that any technical, business or other trade information which may come into your possession, during your association with us, should not be disclosed, divulged or made public while you are in our services or thereafter.





16. We do not permit the Engineering Trainees to engage in any other business or work, either directly or indirectly and you will be expected not to do so without prior consent in writing.
17. During the period of your training, the Company shall terminate your service by giving you 15 days' prior notice in writing of such termination. In no case a Engineering Trainee would be relieved from the company's service unless he/she gives due notice, compensation and hands over the duties and responsibilities to an authorized person of the company.
18. Even though company takes all precautions to ensure a safe working environment, ultimately it is your responsibility to help prevent accidents. You should use all safety and protective equipment at the work site.
19. Any change in your residential address, must be communicated to your immediate supervisor officer and this office writing.

Please signify your acceptance of this appointment on the above mentioned terms and conditions, by signing the copy of this letter and return it to us.

Welcoming you to this organization and wishing you a successful career with us.

Responsibly Yours,

For Asset Homes Pvt Ltd

Venu G
DGM-Corporate Affairs

I, Alcena V.M, here by accept the above terms and conditions mentioned in the offer letter. I also agree that in the event of termination of my training period in the company for any reason whatsoever, I will not demand any type of claims from the company and will not pursue any legal proceedings against the company.

Name of the Engineering Trainee: Alcena V.M

Signature : [Signature]

Date : 12/8/21

ASSET HOMES PRIVATE LIMITED

CIN: U45201KL2006PTC019867

No. XV/246C, Asset Centrale, NH Bypass, Kundannoor Junction, Maradu P. O., Ernakulam, Kochi - 682 304
Tel: 0484 - 4344 999, 4345 000, Mob: 98464 99999, E-mail: enquiry@assethomes.in | www.assethomes.in



PRINCIPAL



AM ASSOCIATES

ARCHITECTS ENGINEERS
CONTRACTORS

Name of the employee,

Date: 18/08/2024

Dear Sayana Santhosh

Sub: Letter of Appointment.

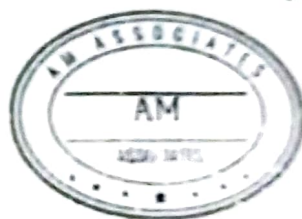
With referring to your application seeking employment with AM Associates and also the subsequent interviews you had with us. We are happy to offer you employment with our organization as **Site Supervisor**

Appointment: Your appointment as **Site Supervisor** commenced from 18/08/2024 and you will be on probation for a period of 6 months from the date of your appointment.

Salary: Your monthly salary is Rs 15,000 /-

We welcome you to **AM Associates** family and wish all success in your assignment with us.

Yours sincerely,




DIRECTOR



AM ASSOCIATES

ARCHITECTS ENGINEERS
CONTRACTORS

Name of the employee,

Date:06/09/2024

Dear Sayana Santhosh

Sub: Letter of Appointment.

With referring to your application seeking employment with AM Associates and also the subsequent interviews you had with us. We are happy to offer you employment with our organization as **Site Supervisor**

Appointment: Your appointment as **Site Supervisor** commenced from 16/09/2024 and you will be on probation for a period of 6 months from the date of your appointment.

Salary: Your monthly salary is Rs 15,000 /-

We welcome you to AM Associates family and wish all success in your assignment with us.

Yours sincerely,



Martin
DIRECTOR

PRINCIPAL
MANGALAM ENGINEERING
FLOOR





HR/2024/1234

Ausha S,
Puthenpurackal,
Pazhaveedu (P.O),
Alappuzha, Kerala,
India

OFFER LETTER

Dear Ausha,

Further discussion with you, we are pleased to inform your selection for the post of **Junior Q5 Trainee** with **SMARD**, based in **CMC Vellore**. Work location will be changed based on project requirements.

During your appointment, the company shall pay to you a CTC of **INR 10000/- Per Month**.

You will be on **three months' probation period**. We expect you to join us on **08-Jul-2024**. Please note that this offer is valid subject to your signing and returning the duplicate copy of this letter within 2 working days.


Please bring along following documents on the date of joining.

1. 3 passport size color photos
2. Relieving letter and experience letter in original from your previous company
3. Last 3 months pay slips from your previous employer
4. Education certificates to support your qualifications
5. Address proof, ID proof and PAN card copy
6. Cancelled cheque copy/ Bank pass book copy

We welcome you and are delighted that you have been chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

With Regards,

For SMARD,


Fathima B
Assistant Manager - HR



I Mr. / Ms. accept the above offer and will join on or before _____ (date & Sign)



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: 12/08/2024

Dear Ms.M ANJANA AJIMON

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 Engineer with an annual cost to the company as Rs.144000/-

We would like you to start work on 20/08/2024. 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

M ANJANA AJIMON

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768

PRINCIPAL
S.B. COLLEGE OF ENGINEERING
CHANGANACHERRY



COST TO COMPANY BREAKUP		
ANNEXURE 'A'		
Name	Anusha	
DOJ	08 July 2024	
Designation	QS Trainee	
Department	Civil	
Salary Breakup	Monthly	Yearly
Basic + DA	7650	91800
HRA	3060	36720
Conveyance	1600	19200
Medical Allowance	440	5280
Special Allowance	0	0
Food Allowance	0	0
Gross Salary	12750	153000
Deductions		
Accommodation	3000	36000
Employee PF (12%)	0	0
Employee ESI (0.75%)	0	0
Professional Tax	0	0
Total Deductions	3000	36000
Net Salary	9750	117000
Employer Contributions		
Employer PF (13%)	0	0
Employer ESIC (3.25%)	0	0
Medical Insurance	250	3000
Total Benefits	250	3000
CTC	13000	156000

SMARD,

 **smard**
 YOUR WORKSOLUTION
 W/68, Sabari Enclave
 BPL, Koolupatha
 Chandrenagar P.O.
 Palakkad-678107
 Phone: 2370191
 email: info@smard.in

Fathima B
 Assistant Manager- HR



Employee Acceptance

Date: 12/08/2024

Dear Ms.M ANJANA AJIMON

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 Engineer with an annual cost to the company as Rs.144000/

We would like you to start work on 20/08/2024. 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

M ANJANA AJIMON



PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date:15/07/2024

Dear Ms.Devika Usha 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 22/07/2024.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 Usha S

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k
PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (H.),
Email:pandpassociates@hotmail.com

Date:01/08/2024

Dear Ms.Gopika Jitender

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 12/08/2024.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
Gopika Jitender

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUC)
CHARTERED ENGINEER
Reg. No. M-136795-2
Approved Valuer, Reg. No. F-1870K



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Mob: 9526223553
9947802682

Date.....

To

Anand Pushparaj

Dear Anand Pushparaj

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and background will be valuable assets to our team.

Per Our discussions, the Position is Site Engineer. Your Starting date will be 16/09/2024. 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
MANOJ K. J. ENGINEERING
16/09/2024

Mob: 952622355
99478 261



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING
THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Date.....

To

Joshua Jathin Vaz

Dear Joshua Jathin Vaz

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and background will be valuable assets to our team.

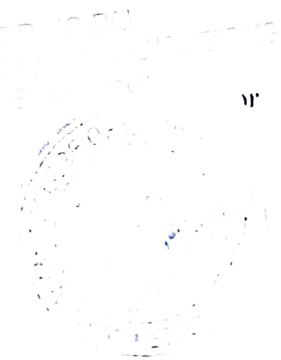
Per Our discussions, the Position is Site Engineer. Your Starting date will be 16/09/2024. For the Probation period of six months you will be paid by the Consolidated Amount of Rs.13000/ per month. The enclosed Employee Hand book outlines the rules and regulations of our Company.

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





ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Mob: 9526223111
9947802611

Date.....

To

Nandhana Venu

Dear Nandhana Venu

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and background will be valuable assets to our team.

Per Our discussions, the Position is Site Engineer. Your Starting date will be 07/10/2024. 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
Nelluvellil Building
Thalanadu P.O., Kottayam DIST.
Kerala - 686580



P&P ASSOCIATES

ARCHITECTS & ENGINEERS

MUNICIPAL ARCADE

CHANGANACHERRY, KERALA

PH:0481-2426168 , 8848695314 (M)

E.mail:pandpassociates@hotmail.com

Date:01/08/2024

Dear Ms.Jyothi PB

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 12/08/2024.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
Jyothi PB

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE,F-1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k



PRINCIPAL
INSTITUTION OF ENGINEERS
CHANGANACHERRY



P&P ASSOCIATES

ARCHITECTS & ENGINEERS
MUNICIPAL ARCADE
CHANGANACHERRY, KERALA
PH:0481-2426168 , 8848695314 (M)
E.mail:pandpassociates@hotmail.com

Date:15/07/2024

Dear Ms.Elizabeth Thomas

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 22/07/2024.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
Elizabeth Thomas

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), M.Engg.
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F • 1876k

PRINCIPAL
MUNICIPAL ARCADE
CHANGANACHERRY

LAVITHA ***CONSTRUCTIONS***

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10186

Ms.Parvathy Rajeev

Mob : 9037108715

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 02/09/2024

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





MUSCAT PROJECTS & ENVIRONMENTAL SERVICES Pvt. Ltd.
Mangattukavala-Vengallor byepass, Vadakkumuri jn., Pathirickal bldg., Thodupuzha
Ph No: + 91 7907439427, +91 9496685099 Email: mpesindia@mpesllc.com
CIN no: U29309KL2017PTC048583 GSTIN: 32AAKCM9153B1ZN

MPES/GENL/A/2024/0015

15/10/2024

SUBJECT: APPOINTMENT LETTER

Dear Shalu Bose

With reference to your discussions with our management, we are pleased to appoint you as SITE ENGINEER of our sister Company Muscat Projects & Environmental Services Pvt Ltd, India.

The terms & conditions of the appointment as follows:


- Designation** : SITE ENGINEER
- Gross Remuneration** : 18000/month
- Work Location** : MPES Pvt Ltd Office at Idukki. However, place of work location may change based on Office Location.
- Employment Duration:** : 12 Months starting from the date of appointment and can be renewed with mutual Consent.
- Mandate** : To co-ordinates ongoing and upcoming projects including document controller.
- Termination & Notice:**
This agreement may be terminated as follows:
 - By the company by giving 30 days written notice.
 - By the employee by giving not less than 90 days prior written notice to the company with a proper substantial and justified cause for separation.

In the event of termination, the below compliance is required:

- All outstanding/ Pending issues are cleared in totality by the employee.
- Up on selection of a new replacement, ensure handover is suitably carried out.

For Muscat Projects & Environment Services LLC

Accepted and Agreed


Muhammed Rishan
Business Development Manager



Name
Date:



Experience the Excellence.

Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

27/10/2024

Vrindha Suresh

Ph: +91 9037718192

Email: vrindhsminnuz@gmail.com

Dear Vrindha,

On the behalf of The Ivory Homes, we are pleased to offer you full time position of **Junior Site Engineer**, other position reasonably determined by The Ivory Homes from time to time.

This offer is to subject to agreeing to the following terms and conditions which we ask you to read carefully prior to your acceptance.

Job Description

- Supervising and instructing the construction team as well as the site.
- Coordinate labour and materials at the construction site to minimise wastage.
- Ensure the team has the materials and equipment to complete the project.
- Purchase the materials to the site as per the requirements.
- Inform client about the project's UpToDate progress.
- Analysing blueprints to ensure that construction projects meet design, safety, and budget specifications.
- Travel to Client sites as required to meet our business needs (including collecting required materials from the warehouse, picking up and dropping off labours etc)

Commencement Date

Your employment will commence on **01/11/2024** and you will be required to undertake reasonable travel to Client sites as required to meet our business needs and those of our clients.

Remuneration

Your salary (Rs 10,000/ month) will be paid in monthly on or about the 15th of the month by electronic funds transfer into the account of your nominated financial institution. Your travel expenses will be paid by the company at the authorised rate of 3 RS per km if you are using your own vehicle. This amount is paid based on the actual kilometres between the client locations. The cost of travel to buy materials and orders using your own vehicle will be reimbursed

Note: If you travel directly to a client site from your home and to another client location on the same day using your own vehicle then only the distance between those two client locations can be claimed (Please keep a record of km travelled for the reference and send the details to the office admin at the end of the day). The cost of travelling between home and the regular work site is considered personal and is not reimbursable. This includes kilometres travelled, tolls, public transport, taxis, and parking. Travel distances between client sites using company vehicles are not taken into consideration.

Probationary Period

This appointment is subject to a Probationary Period of six months from your commencement date.

PRINCIPAL
MANICAM COLLEGE
Ettumar





Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

Experience the Excellence.

During the probationary period, you or we may terminate your employment by giving one month notice or by us paying you a sum equal to your Base Pay for one month in lieu of notice.

Required working Hours

You are employed on a full-time basis and are required to work during The Ivory Homes 's ordinary business hours between 7.30 am and 6.00 pm (as per the site requirements), Monday to Saturday. However, you will need to be flexible about when you work, and you may be required to work outside of these hours, or such additional hours as reasonably required to perform your duties or meet the needs of client assignments.

Leave

You are entitled to take one day of sick leave per month for your own illness or to care for an immediate family member. If you are unable to attend work because of sickness, illness, or injury it's important to inform the Ivory Homes office as soon as possible. Apart from the designated sick days and approved public holidays, you are not entitled to any other forms of leave. If you wish to take additional time off, it will be considered as unpaid leave, and you should make a prior request for it.

Workplace Surveillance

The company may carry out workplace surveillance on a continuous or ongoing basis. Without limiting this, the Company may install cameras at the office which monitor and record movement.

When you commence your employment, the surveillance may already have started. By agreeing to terms of this contract, you consent to the company conducting such surveillance relating to your employment.

Company Resources

Under no circumstances may devote any of the resources (time, equipment, and materials, directly or indirectly supplied by the employer) of The Ivory Homes to any activities other than those authorised by The Ivory Homes unless prior approval of the company is obtained.

Training

From time to time the Company may arrange for employment related training to be conducted in house or externally and you will be required to participate in any such training and deemed necessary by the company.

Workplace Health and Safety

All staff are required to:

- Carry out duties in a manner which does not adversely affect their own health and safety and that of others.
 - Cooperate with any measurement introduced by the Employer in the interest of workplace health and safety.
- Obey any reasonable instruction given by the company.
- Immediately report any matter which may affect workplace health and safety which is or maybe considered beyond their control.

Termination

Your employment may be terminated by yourself or the company in accordance with the above mentioned and NES.



Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

Experience the Excellence.

Upon termination of your employment for whatever reason, you must return all company property in your possession.

Confidentiality

All "The Ivory Homes" company and service information must be treated as **confidential during and after your employment** and may not be divulged to any person without prior authority from The Ivory Homes.

On the termination of your employment for whatever reason you must return all documents and software (and copies of both) containing or referring to company and service information

Supersession

The terms and conditions of employment set out this contract provide the totality of your terms and conditions of employment and supersedes any previously issued letters of offer or contracts, or any other representations made to you in relation to your employment.

If you do have any questions, please feel free to discuss them with us. Otherwise, we look forward to your acceptance of the offer which will be by signing one copy of this letter and returning it to the office.

Yours Sincerely,

The Ivory Homes

Managing Partner

Signed and Accepted by: -----

Date: -----



MUSCAT PROJECTS & ENVIRONMENTAL SERVICES Pvt. Ltd.
Mangalukavala-Vengallor bypass, Vadakkumuri jn., Pathrickal bldg., Thodupuzha
Ph No: + 91 7907439427, +91 9496685099 Email: mpesindia@mpeslic.com
CIN no: U29309KL2017PTC048583 GSTIN: 32AAKCM9153B1ZN

MPES/GENL/A/2024/001-

07/10/2024

SUBJECT: APPOINTMENT LETTER

Dear EbenJohn Saji

With reference to your discussions with our management, we are pleased to appoint you as **SITE ENGINEER** of our sister Company Muscat Projects & Environmental Services Pvt Ltd, India.

The terms & conditions of the appointment as follows:

1. **Designation** : SITE ENGINEER
2. **Gross Remuneration** : 18000/month
3. **Work Location** : MPES Pvt Ltd Office at Idukki. However, place of work location may change based on Office Location.
4. **Employment Duration:** : 12 Months starting from the date of appointment and can be renewed with mutual Consent.
5. **Mandate** : To co-ordinates ongoing and upcoming projects including document controller.
6. **Termination & Notice:**

This agreement may be terminated as follows:

- i) By the company by giving 30 days written notice.
- ii) By the employee by giving not less than 90 days prior written notice to the company with a proper substantial and justified cause for separation.

In the event of termination, the below compliance is required:

- a) All outstanding/ Pending issues are cleared in totality by the employee.
- b) Up on selection of a new replacement, ensure handover is suitably carried out.

For Muscat Projects & Environment Services LLC

Accepted and Agreed

Muhammed Rishan
Business Development Manager



PRINCIPAL
MANGALAM COLLECTIONS ENGINEERING
ENCL 1000

Name
Date:



MUSCAT PROJECTS & ENVIRONMENTAL SERVICES Pvt. Ltd.
Mangattukavala-Vengallor byepass, Vadakkumuri jn., Pathrickal bldg., Thodupuzha
Ph No: + 91 7907439427, +91 9496685099 Email: mpesindia@mpesllc.com
CIN no: U29309KL2017PTC048583 GSTIN: 32AAKCM9153B1ZN

MPES/GENL/A/2024/0013

07/10/2024

SUBJECT: APPOINTMENT LETTER

Dear Lakshmi P Biju

With reference to your discussions with our management, we are pleased to appoint you as SITE ENGINEER of our sister Company Muscat Projects & Environmental Services Pvt Ltd, India.

The terms & conditions of the appointment as follows:

- Designation** : SITE ENGINEER
- Gross Remuneration** : 18000/month
- Work Location** : MPES Pvt Ltd Office at Idukki. However, place of work location may change based on Office Location.
- Employment Duration:** : 12 Months starting from the date of appointment and can be renewed with mutual Consent.
- Mandate** : To co-ordinates ongoing and upcoming projects including document controller.
- Termination & Notice:**

This agreement may be terminated as follows:

- By the company by giving 30 days written notice.
- By the employee by giving not less than 90 days prior written notice to the company with a proper substantial and justified cause for separation.

In the event of termination, the below compliance is required:

- All outstanding/ Pending issues are cleared in totality by the employee.
- Up on selection of a new replacement, ensure handover is suitably carried out.

For Muscat Projects & Environment Services LLC

Accepted and Agreed

Muhammed Rishan
Business Development Manager



Name
Date:



MPES/GENL/A/2024/0014

15/10/2024

SUBJECT: APPOINTMENT LETTER

Dear Sreelekshmi R

With reference to your discussions with our management, we are pleased to appoint you as SITE ENGINEER of our sister Company Muscat Projects & Environmental Services Pvt Ltd, India.

The terms & conditions of the appointment as follows:

1. **Designation** : SITE ENGINEER
2. **Gross Remuneration** : 18000/month
3. **Work Location** : MPES Pvt Ltd Office at Idukki. However, place of work location may change based on Office Location.
4. **Employment Duration:** : 12 Months starting from the date of appointment and can be renewed with mutual Consent.
5. **Mandate** : To co-ordinates ongoing and upcoming projects including document controller.
6. **Termination & Notice:**

This agreement may be terminated as follows:

- i) By the company by giving 30 days written notice.
- ii) By the employee by giving not less than 90 days prior written notice to the company with a proper substantial and justified cause for separation.

In the event of termination, the below compliance is required:

- a) All outstanding/ Pending issues are cleared in totality by the employee.
- b) Up on selection of a new replacement, ensure handover is suitably carried out.

For Muscat Projects & Environment Services LLC

Accepted and Agreed

Muhammed Rishan
Business Development Manager



Name
Date:



ST. JOSEPH CONSTRUCTION

NELLUVELIL BUILDING

THALANAD, KOTTAYAM (DT.), KERALA, PIN: 686 580

Mob. 9526223555
994789208.

Date.....

To

Midhila Pradeep

Dear Midhila Pradeep

We are pleased to offer employment at St. Joseph's Constructions. We feel that your skills and background will be valuable assets to our team.

Per Our discussions, the Position is Site Engineer. Your Starting date will be 07/10/2024. 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 Construction.

Sincerely

ST. JOSEPH CONSTRUCTION
Nelluvelli Building
Thalanadu P.O., Kottayam DIST.
Kerala - 686580

PRINCIPAL
MANGALAM CONSTRUCTION
Kottayam



LAVITHA CONSTRUCTIONS

OUR BRANCHES--NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10180

Mr Abhinav Anandan

Mob : 7592891375

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 20/08/2024

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



RECEIVED
MANAGEMENT OFFICE
20/08/2024

LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10184

Ms.Surya S

Mob : 9778337583

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 02/09/2024

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



LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10182

Ms.Abhirami Jayakumar

Mob : 9037435439

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 02/09/2024

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



LAVITHA CONSTRUCTIONS

OUR BRANCHES-NEAR
HOUSING SOCIETY
ARPOOKARA AND OPPOSITE
OF ARPOOKARA GRAMA
PANCHAYATH.

Reference No: LVC10182

Ms. Abhirami Jayakumar

Mob : 9037435439

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 02/09/2024

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

Signature

For Lavitha Constructions

Authorized signature





Experience the Excellence.

27/10/2024

Vishnu G Pillai

Ph: +91 9745619458

Email: Vishnugpillai0@gmail.com

Vengathanam Building

Kozhuvanal, Pala – 686573

Ph: +918139023842, +91 9539079209

Email: theivoryhomes@gmail.com

Dear Vishnu,

On the behalf of The Ivory Homes, we are pleased to offer you full time position of **Junior Site Engineer**, other position reasonably determined by The Ivory Homes from time to time.

This offer is to subject to agreeing to the following terms and conditions which we ask you to read carefully prior to your acceptance.

Job Description

- Supervising and instructing the construction team as well as the site.
- Coordinate labour and materials at the construction site to minimise wastage.
- Ensure the team has the materials and equipment to complete the project.
- Purchase the materials to the site as per the requirements.
- Inform client about the project's UpToDate progress.
- Analysing blueprints to ensure that construction projects meet design, safety, and budget specifications.
- Travel to Client sites as required to meet our business needs (including collecting required materials from the warehouse, picking up and dropping off labours etc)

Commencement Date

Your employment will commence on **01/11/2024** and you will be required to undertake reasonable travel to Client sites as required to meet our business needs and those of our clients.

Remuneration

Your salary (Rs 10,000/ month) will be paid in monthly on or about the 15th of the month by electronic funds transfer into the account of your nominated financial institution. Your travel expenses will be paid by the company at the authorised rate of 3 RS per km if you are using your own vehicle. This amount is paid based on the actual kilometres between the client locations. The cost of travel to buy materials and orders using your own vehicle will be reimbursed.

Note: If you travel directly to a client site from your home and to another client location on the same day using your own vehicle then only the distance between those two client locations can be claimed (Please keep a record of kilometres travelled for the reference and send the details to the office admin at the end of the day). The cost of travel between home and the regular work site is considered personal and is not reimbursable. This includes kilometres travelled, tolls, public transport, taxis, and parking. Travel distances between client sites using company vehicles are not taken into consideration.

Probationary Period

This appointment is subject to a Probationary Period of six months from your commencement date.



Vengathanam Building
Kozhuvanal, Pala – 686573

Ph: +918139023842, +91 9539079209

Email: theivoryhomes@gmail.com

Experience the Excellence.

During the probationary period, you or we may terminate your employment by giving one month notice or by us paying you a sum equal to your Base Pay for one month in lieu of notice.

Required working Hours

You are employed on a full-time basis and are required to work during The Ivory Homes 's ordinary business hours between 7.30 am and 6.00 pm (as per the site requirements), Monday to Saturday. However, you will need to be flexible about when you work, and you may be required to work outside of these hours, or such additional hours as reasonably required to perform your duties or meet the needs of client assignments.

Leave

You are entitled to take one day of sick leave per month for your own illness or to care for an immediate family member. If you are unable to attend work because of sickness, illness, or injury it's important to inform the Ivory Homes office as soon as possible. Apart from the designated sick days and approved public holidays, you are not entitled to any other forms of leave. If you wish to take additional time off, it will be considered as unpaid leave, and you should make a prior request for it.

Workplace Surveillance

The company may carry out workplace surveillance on a continuous or ongoing basis. Without limiting this, the Company may install cameras at the office which monitor and record movement.

When you commence your employment, the surveillance may already have started. By agreeing to terms of this contract, you consent to the company conducting such surveillance relating to your employment.

Company Resources

Under no circumstances may devote any of the resources (time, equipment, and materials, directly or indirectly supplied by the employer) of The Ivory Homes to any activities other than those authorised by The Ivory Homes unless prior approval of the company is obtained.

Training

From time to time the Company may arrange for employment related training to be conducted in house or externally and you will be required to participate in any such training and deemed necessary by the company.

Workplace Health and Safety

All staff are required to:

- Carry out duties in a manner which does not adversely affect their own health and safety and that of others.
- Cooperate with any measurement introduced by the Employer in the interest of workplace health and safety.
- Obey any reasonable instruction given by the company.
- Immediately report any matter which may affect workplace health and safety which is or maybe considered beyond their control.

Termination

Your employment may be terminated by yourself or the company in accordance with the above mentioned and NES



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Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

During the probationary period, you or we may terminate your employment by giving one month notice or by us paying you a sum equal to your Base Pay for one month in lieu of notice.

Required working Hours

You are employed on a full-time basis and are required to work during The Ivory Homes 's ordinary business hours between 7.30 am and 6.00 pm (as per the site requirements), Monday to Saturday. However, you will need to be flexible about when you work, and you may be required to work outside of these hours, or such additional hours as reasonably required to perform your duties or meet the needs of client assignments.

Leave

You are entitled to take one day of sick leave per month for your own illness or to care for an immediate family member. If you are unable to attend work because of sickness, illness, or injury it's important to inform the Ivory Homes office as soon as possible. Apart from the designated sick days and approved public holidays, you are not entitled to any other forms of leave. If you wish to take additional time off, it will be considered as unpaid leave, and you should make a prior request for it.

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When you commence your employment, the surveillance may already have started. By agreeing to terms of this contract, you consent to the company conducting such surveillance relating to your employment.

Company Resources

Under no circumstances may devote any of the resources (time, equipment, and materials, directly or indirectly supplied by the employer) of The Ivory Homes to any activities other than those authorised by The Ivory Homes unless prior approval of the company is obtained.

Training

From time to time the Company may arrange for employment related training to be conducted in house or externally and you will be required to participate in any such training and deemed necessary by the company.

Workplace Health and Safety

All staff are required to:

- Carry out duties in a manner which does not adversely affect their own health and safety and that of others.
 - Cooperate with any measurement introduced by the Employer in the interest of workplace health and safety.
- Obey any reasonable instruction given by the company.
- Immediately report any matter which may affect workplace health and safety which is or maybe considered beyond their control.

Termination

Your employment may be terminated by yourself or the company in accordance with the above mentioned and NES.

MANC...



Experience the Excellence.

27/10/2024

Ajith K M

Ph: +91949775131

Email: kmajith87@gmail.com

Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

Dear Ajith,

On the behalf of The Ivory Homes, we are pleased to offer you full time position of **Junior Site Engineer**, other position reasonably determined by The Ivory Homes from time to time.

This offer is to subject to agreeing to the following terms and conditions which we ask you to read carefully prior to your acceptance.

Job Description

- Supervising and instructing the construction team as well as the site.
- Coordinate labour and materials at the construction site to minimise wastage.
- Ensure the team has the materials and equipment to complete the project.
- Purchase the materials to the site as per the requirements.
- Inform client about the project's UpToDate progress.
- Analysing blueprints to ensure that construction projects meet design, safety, and budget specifications.
- Travel to Client sites as required to meet our business needs (including collecting required materials from the warehouse, picking up and dropping off labours etc)

Commencement Date

Your employment will commence on **01/11/2024** and you will be required to undertake reasonable travel to Client sites as required to meet our business needs and those of our clients.

Remuneration

Your salary (Rs 10,000/ month) will be paid in monthly on or about the 15th of the month by electronic funds transfer into the account of your nominated financial institution. Your travel expenses will be paid by the company at the authorised rate of 3 RS per km if you are using your own vehicle. This amount is paid based on the actual kilometres between the client locations. The cost of travel to buy materials and orders using your own vehicle will be reimbursed.

Note: If you travel directly to a client site from your home and to another client location on the same day using your own vehicle then only the distance between those two client locations can be claimed (Please keep a record of km travelled for the reference and send the details to the office admin at the end of the day). The cost of travelling between home and the regular work site is considered personal and is not reimbursable. This includes kilometres travelled, tolls, public transport, taxis, and parking. Travel distances between client sites using company vehicles are not taken into consideration.

Probationary Period

This appointment is subject to a Probationary Period of six months from your commencement date.



Experience the Excellence.

Vengathanam Building
Kozhuvanal, Pala – 686573
Ph: +918139023842, +91 9539079209
Email: theivoryhomes@gmail.com

During the probationary period, you or we may terminate your employment by giving one month notice or by us paying you a sum equal to your Base Pay for one month in lieu of notice.

Required working Hours

You are employed on a full-time basis and are required to work during The Ivory Homes 's ordinary business hours between 7.30 am and 6.00 pm (as per the site requirements), Monday to Saturday. However, you will need to be flexible about when you work, and you may be required to work outside of these hours, or such additional hours as reasonably required to perform your duties or meet the needs of client assignments.

Leave

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When you commence your employment, the surveillance may already have started. By agreeing to terms of this contract, you consent to the company conducting such surveillance relating to your employment.

Company Resources

Under no circumstances may devote any of the resources (time, equipment, and materials, directly or indirectly supplied by the employer) of The Ivory Homes to any activities other than those authorised by The Ivory Homes unless prior approval of the company is obtained.

Training

From time to time the Company may arrange for employment related training to be conducted in house or externally and you will be required to participate in any such training and deemed necessary by the company.

Workplace Health and Safety

All staff are required to:

- Carry out duties in a manner which does not adversely affect their own health and safety and that of others.
 - Cooperate with any measurement introduced by the Employer in the interest of workplace health and safety.
- Obey any reasonable instruction given by the company.
- Immediately report any matter which may affect workplace health and safety which is or maybe considered beyond their control.

Termination

Your employment may be terminated by yourself or the company in accordance with the above mentioned and NES.



Experience the Excellence

Vengalathur Building

Kozhuvallur, Palai - 686573

Ph: +918139023842, +91 9539079209

Email: theivoryhomes@gmail.com

Upon termination of your employment for whatever reason, you must return all company property in your possession.

Confidentiality

All "The Ivory Homes" company and service information must be treated as confidential during and after your employment and may not be divulged to any person without prior authority from The Ivory Homes.

On the termination of your employment for whatever reason you must return all documents and software (and copies of both) containing or referring to company and service information

Supersession

The terms and conditions of employment set out this contract provide the totality of your terms and conditions of employment and supersedes any previously issued letters of offer or contracts, or any other representations made to you in relation to your employment.

If you do have any questions, please feel free to discuss them with us. Otherwise, we look forward to your acceptance of the offer which will be by signing one copy of this letter and returning it to the office.

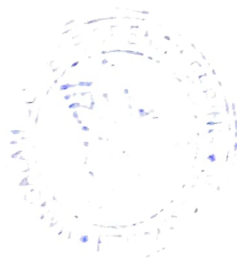
Yours Sincerely,

The Ivory Homes

Managing Partner

Signed and Accepted by: _____

Date: _____





LEO ASSOCIATES

ARCHITECTS & ENGINEERS

III FLOOR, KOCHUVEETIL BUILDING

NEAR S.B. COLLEGE

CHANGANACHERRY, KERALA, INDIA

Ph: 0481-2426168 (O), 8848695314 (M)

E.mail: leochanganacherry@gmail.com

Date: 12/08/2024

Dear Ms.ATHIRA ASHOK

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 Engineer with an annual cost to the company as Rs.144000/-

We would like you to start work on 20/08/2024. 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

ATHIRA ASHOK

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-2
Approved Valuer, Reg. No. F-13768



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: 12/08/2024

Dear Ms. VARSHA NS

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 Engineer with an annual cost to the company as Rs.144000/-

We would like you to start work on 20/08/2024. 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

VARSHA NS

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768

RECEIVED
12/08/2024
CHANGANACHERRY



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: 12/08/2024

Dear Ms.GANGA RADHAKRISHNAN

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 Engineer with an annual cost to the company as Rs.144000/-

We would like you to start work on 20/08/2024. 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

GANGA RADHAKRISHNAN

PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



PRINCE MATHEW
M.Tech(CIVIL), M.E (STRUCT), MIE, F1
CHARTERED ENGINEER
Reg. No. M-136799-9
Approved Valuer, Reg. No. F - 18768



DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY

Kudakasertil Buildings, Ayarkunnam, Kottayam - 686564

Phone : 8072885160, 9744065212

Date: 26/10/2024

TO

Parvathy P Biju

Mangalam College of Engineering

Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Parvathy P Biju as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner



RECEIVED
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR, KOTTAYAM
26/10/2024



DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY
Kudakaserril Buildings, Ayarkunnam, Kottayam - 686564

Phone : 8072885160, 9744965212

Date:26/09/2024

TO

Akhila Santhosh

Mangalam College of Engineering

Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Akhila Santhosh as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000/

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner



RECEIVED
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR, KOTTAYAM
26/09/2024



DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY
Kudakaserril Buildings, Ayarkunnam, Kottayam - 686564
Phone : 8072885160, 9744965212

Date:26/09/2024

TO

Aiswarya Girish

Mangalam College of Engineering

Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Aiswarya Girish as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000/

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner



RECEIVED
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR, KOTTAYAM
26/09/2024



DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY
Kudakaserril Buildings, Ayarkunnam, Kottayam - 686564
Phone : 8072885160, 9744965212

Date:26/09/2024

TO

Abin Sabu

Mangalam College of Engineering
Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Abin Sabu as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000/

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY

Kudakaserril Buildings, Ayarkunnam, Kottayam - 686564

Phone : 8072885160, 9744965212

Date:26/09/2024

TO

Aiswarya Girish

Mangalam College of Engineering

Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Aiswarya Girish as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000/

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner





DREAM HOME PALMA DESIGNS ESTD 2007

ENGINEERING CONSULTANCY
Kudakaserttil Buildings, Ayarkunnam, Kottayam - 686564

Phone : 8072885160, 9744965212

Date:26/09/2024

TO

Abin Sabu

Mangalam College of Engineering

Ettumanoor, Kottayam

Subject: Appointment letter

I hereby appoint Miss: Abin Sabu as Junior site Engineer for our company. This confirmation will take effect from the day you duty which should be on 04/10/2024

You will be paid a basic salary of Rs.15000/

Kindly return the copy of this offer duly signed as a token of acceptance of this letter

For Dream Home Palma designs,

Amith.M.M.

Managing Partner



Date: 20-08-2024

TO

RION JOHN POVIL

Greetings Mr. Rion John Povil

Sub: **Letter of Appointment**

On behalf of ELCASTILLO PVT LTD we are pleased to confirm you joining our company as Site Engineer. We extend this offer and opportunity with great confidence in your skills and abilities which is an excellent fit for our team.

Below are the details of the offer

Job Title: Graduate Civil Engineer

Designation: Site Engineer

Location: Muvattupuzha

Date of joining: 02/09/2024

Remuneration: Your monthly remuneration is Rs 13000/-.

We warmly welcome you to the family of ELIGA Designs and wish you every success in your work with us.



Abhijith N. Das
Abhijith N. Das

Date: 20-08-2024

TO

SANDRA VARGHESE

Greetings Ms. Sandra Varghese.

Sub: Letter of Appointment

On behalf of ELCASTILLO PVT LTD we are pleased to confirm you joining our company as Site Engineer. We extend this offer and opportunity with great confidence in your skills and abilities which is an excellent fit for our team.

Below are the details of the offer

Job Title: Graduate Civil Engineer

Designation: Site Engineer

Location: Muvattupuzha

Date of joining: 02/09/2024

Remuneration: Your monthly remuneration is Rs 13000/-.

We warmly welcome you to the family of ELIGA Designs and wish you every success in your work with us.



Abhijith
Abhijith. H. P.

Date: 20-08-2024

TO

THOMAS KURIEN

Greetings Mr. Thomas Kurien

Sub: Letter of Appointment

On behalf of EL CASTILLO PVT LTD we are pleased to confirm you joining our company as Site Engineer. We extend this offer and opportunity with great confidence in your skills and abilities which is an excellent fit for our team.

Below are the details of the offer

Job Title: Graduate Civil Engineer

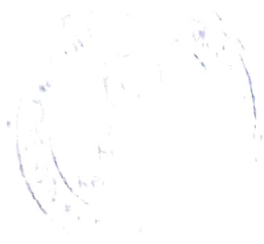
Designation: Site Engineer

Location: Muvattupuzha

Date of joining: 02/09/2024

Remuneration: Your monthly remuneration is Rs 13000/-.

We warmly welcome you to the family of ELIGA Designs and wish you every success in your work with us.



Abhijith N. D.
Abhijith. N. D.



KOODARAM

BUILDERS AND INTERIOR

Verarapalve P.O., Charummoodu, Pin- 690505

Ph: 8606482338 - Email: koodarambuilders2010@gmail.com - GSTIN : 32AAYFK1903E1ZH

Date: 12/05/2024

To

Ashli M Varghese

Mangalam College of Engineering

Ettumanoor

Dear Ashli M Varghese

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 21/08/2024


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: 12/08/2024

To

Megha S Murali

Mangalam College of Engineering

Ettumanoor

Dear Megha S Murali


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 21/08/2024


Managing Partners




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR





KOODARAM

BUILDERS AND INTERIOR

Venkatapalle P.O., Channarayana, Pin- 590505
Ph: 8606482338 - Email: koodarambuilders2010@gmail.com - GSTIN: 32AAVFX1908ETZH

Date: 12/08/2024

To

Jishnu S Nair

Mangalam College of Engineering

Ettumanoor

Dear Jishnu S Nair

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 21/08/2024


Managing Partners





KOODARAM

BUILDERS AND INTERIOR

Veraraplaye P.O., Charummoodu, Pin- 690505

Ph: 8606482338 - Email: koodarambuilders2010@gmail.com - GSTIN : 32AAYIK1903E1Z11

Date: 12/08/2024

To

Archana Babu

Mangalam College of Engineering

Ettumanoor

Dear Archana Babu

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 21/08/2024

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor


Managing Partners





AM ASSOCIATES

ARCHITECTS ENGINEERS
CONTRACTORS

Name of the employee,

Date: 06/09/2024

Dear Abhijith Shinoji

Sub: Letter of Appointment.

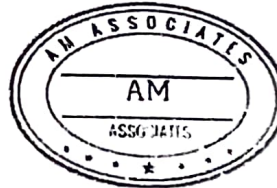
With referring to your application seeking employment with AM Associates and also the subsequent interviews you had with us. We are happy to offer you employment with our organization as Site Supervisor

Appointment: Your appointment as Site Supervisor commenced from 16/09/2024 and you will be on probation for a period of 6 months from the date of your appointment.

Salary: Your monthly salary is Rs 15,000 /-

We welcome you to AM Associates family and wish all success in your assignment with us.

Yours sincerely,



Martin
DIRECTOR

PRINCE OF
MANGALAM COLLEGE
Ethirumangudi

AM ASSOCIATES

ARCHITECTS ENGINEERS
CONTRACTORS

Name of the employee,

Date: 06/09/2024

Dear Harikrishna P R

Sub: Letter of Appointment.

With referring to your application seeking employment with AM Associates and also the subsequent interviews you had with us. We are happy to offer you employment with our organization as **Site Supervisor**

Appointment: Your appointment as **Site Supervisor** commenced from 16/09/2024 and you will be on probation for a period of 6 months from the date of your appointment.

Salary: Your monthly salary is Rs 15,000 /-

We welcome you to AM Associates family and wish all success in your assignment with us.

Yours sincerely,



Martin
DIRECTOR



Offer: Computer Consultancy

Ref: TCSL/DT20234348420/Trivandrum

Date: 16/07/2024

Ms. Stephane Abraham
Thekkekara House Ellimattom,
South Pampady, P.O.,
Kottayam-686521,
Kerala.
Tel# 91-9446018258

Dear Stephane Abraham,

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 Grade Y**. You will be assigned a role in any Unit as per 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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20234348420

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PD., 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

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENG.
MANGALAM COLLEGE OF ENGINEERING
TRIVANDRUM 686 031

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
TRIVANDRUM



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

TCS Confidential

TCSL/DT20234348420

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

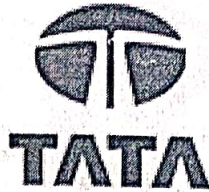
Vismaya Building 6th Floor, Infopark, Kusunagiry PO, Kochi 682 030 India

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

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

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

[Handwritten signature]
2 ENGINEERING
ROOM



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

TCS Confidential

TCSL/DT20234348420

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 0484 654 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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

[Handwritten Signature]

PRINCIPAL
ETTMANOUR
3



2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TCS Confidential

TCSL/DT20234348420

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 Service Line: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

TCS Confidential

TCSL/DT20234348420

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

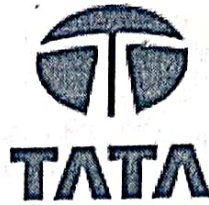
Vismaya Building 6th Floor, Infopark, Kusumagiri PD, Kochi 682 030 India

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

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

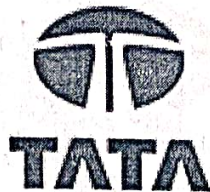
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7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

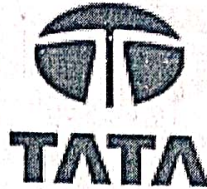
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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com>. Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 19. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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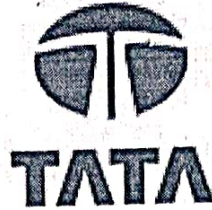
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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

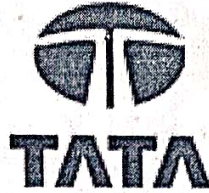
As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

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

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

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

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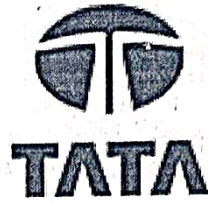
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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

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

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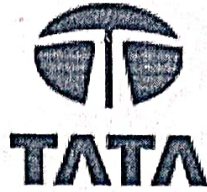
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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Stephane Abraham
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

[Signature]

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Annexure 2


AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat, India	BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303, India	HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

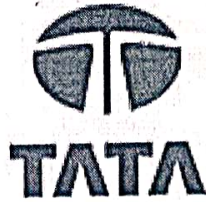
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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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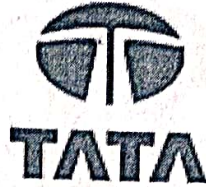
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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.


3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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MANGALAM COLLEGE OF ENGINEERING
ETTUMANGOR 686 631

TCS Confidential
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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Registered Office Nirmal Building, 9th Floor, Narlman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

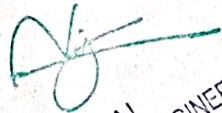
(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

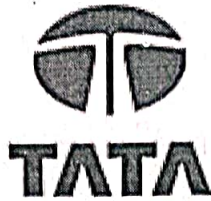
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TCS Careers Service Line: 1800 209 3311 Email: careers@tcs.com


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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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NH-66, Thykoodam, Vytilla
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Ph: +91 9061 58 73 59
www.touchqsolutions.com
Info@touchqsolutions.com

Dear Anagha rakesh ,

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 4000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 04-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

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

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

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024


Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

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MANGALAM COLLEGE OF ENGINEERING
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Dear Alfin E Prasad

Subject: Offer of Employment - Junior Production Engineer Trainee

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Place: Vytilla

Date: 27-05-2024

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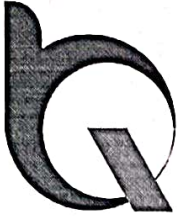
HR Manager

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Dear Anagha rakesh ,

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Principal Engineer
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Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

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Ettumanoor

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17 May, 2024

DTPY/RD/P2/1555

Dear Subln Saji Peter

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,

Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in

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ETTUMANOOR 686 631

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ETTUMANOOR



DTPY/RD/P2/1558

17 May, 2024

Dear Shan B Mathews

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

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ETTUMANOOR 685 031

PRINCIPAL
M. COLLEGE OF ENGINEERING
ETTUMANOOR



DTPY/RD/P2/1558

17 May, 2024

Dear Sebin P S

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

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Sincerely,

Abhijith TJ
Managing Director

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DTPY/RD/P2/1558

17 May, 2024

Dear Angel Chandresh

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

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DTPY/RD/P2/1558

17 May, 2024

Dear Vishnu S

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

Dear Akhinesh Biju

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 4000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 04-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- Certificate (Degree/ Diploma/ SSLC /PG)
- 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.

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

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
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Dear Jibil Joji

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, we believe you possess the skills and potential that align perfectly with our organization.

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Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

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Ph: +91 9061 58 73 59
www.touchqsolutions.com
Info@touchqsolutions.com

Dear Tenil Sojan

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, we believe you possess the skills and potential that align perfectly with our organization.

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- One passport-size photograph

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

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Ph: +91 9061 58 73 59
www.touchqsolutions.com
Info@touchqsolutions.com

Dear Akash P S,

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, we believe you possess the skills and potential that align perfectly with our organization.

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- Soft Copy of a recent passport-size photograph

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
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Ph: +91 9061 58 73 59
www.touchqsolutions.com
Info@touchqsolutions.com

Dear Aswin Siby

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, we believe you possess the skills and potential that align perfectly with our organization.

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Info@touchqsolutions.com

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
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ADSL/FSS/AT1655

30/08/2024

Mr. Dhanush M Raj,
S/o Mr. Jyothiraj M P,
Kottayam

Dear Mr. Dhanush M Raj

Welcome to Aparajitha!!

We have pleasure in offering you fixed term employment on the following terms and conditions.

Designation : Data Entry Operator
Expected DOJ : 02/09/2024
Net Take Home : Rs.15,000 /- per month
Place of Posting : Kottayam

The detailed fixed term appointment letter will be handed over to you shortly.

Please return the duplicate copy of this letter duly signed confirming your acceptance.

We look forward to your joining our team for a long and successful association.

This offer of appointment is valid for 30 days from the date of issuance.

With Best Wishes,

For Aparajitha Dynamic Synergies (P) Ltd.,

Authorised Signatory

MANDALAM COLLEGE OF ENGINEERING
ETTUMANNOOR 686 631

PRINCIPAL
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ETTUMANNOOR



DTPY/RD/P2/1534

17 May, 2024

Dear Devika Raj k ,

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,

Abhijith TJ
Managing Director

+91 8848 179 883
contact@datapy.in
www.datapy.in

PRINCIPAL
COLLEGE OF ENGINEERING
MANGALAM

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGG.
COLLEGE OF ENGINEERING
MANGALAM



Offer Letter

Date: 02/05/2024

Dear Mr/Ms. LAVANYA K,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 7 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

- 1. Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- 3. Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- 4. Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for Verification purpose only.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.



9513684738 / 9663035838 / 8951922956



info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,
Kempe Gowda Nagar, Bengaluru, Karnataka 560019

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENG.
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Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

Qspiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. Qspiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

Qspiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joiner Signature: _____ Date: _____



9513684738 / 9663035838 / 8951922956



info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,
Mangalam College of Engineering, Ettumanoor 686 631

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

DEPARTMENT OF ENGINEERING
ETTUMANOOR



Offer Letter

Date: 02/05/2024

Dear Mr/Ms. RAHUL R NATH,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 17 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

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QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

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Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____



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Kempegowda Nagar, Bengaluru, Karnataka 560019

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support@rombus.co.in
Thoms Heritage, Vakkattu Road,
Chakkaraparambu, Thammanam P.O.,
Kochi, Kerala - 682032
www.rombus.co.in

To,

Arsha Joy
Panthalangakudy House
Adimaly P.O
Idukki, Kerala - 685561
Mob: 91 94965 55142

Dear Arsha,

Re: Offer of Employment – **ACADEMIC COUNSELLOR**

On behalf of Rombus Learning App, I am pleased to extend an offer of employment to you for the position of **Academic Counsellor**. We were highly impressed with your qualifications, experience and skills, and we believe that you will make a valuable addition to our team.

Please review the following terms and conditions of your employment:

1. Position and Job Description:

- Position: **Academic Counsellor**
- Department: **Sales**
- Job Description:
 - Sourcing new business opportunities through inbound lead follow up and outbound cold calls and WhatsApp messaging
 - Meet weekly, monthly and quarterly business targets
 - Understanding customer needs and requirements
 - Keep prospective client database updated daily.
 - Reference collection from existing customers.

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Signature
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+91 8330 83 87 37 , 6282 36 22 46
support@rombus.co.in
Thoms Heritage, Vakkattu Road,
Chakkaraparambu, Thammanam P.O.,
Kochi, Kerala - 682032
www.rombus.co.in

2. Start Date: Your probation period starts from 25th July, 2024

3. Compensation:

Salary Structure

- Basic Pay : 7000
- DA : 4000
- Conveyance Allowances : 2000
- Other Allowances : 2000
- Net salary : 15000
- Pay Frequency : Monthly
- Payment Method : Account Transfer
- Sick Leave : 12 per year

4. Employment Status: You will be employed as a Full-time employee.

5. Work Schedule: Six days in a week (9.30 am to 6.30 pm)

6. Location: Your primary work location will be at Rombus Sales Office, Aysha Road, Vyttila

7. Confidentiality and Non-Disclosure: As an employee of Rombus Learning App, you will be required to sign a confidentiality and non-disclosure agreement to protect the company's proprietary information.

8. Probation Period: There will be 3 months' probation period during which your performance will be evaluated. After probation your salary may increase, depending on your performance in probation period. Employment beyond the probation period is contingent upon satisfactory performance.

Once you have successfully completed probation, your permanent employment will be conformed formally in writing. You will then be entitled for various other benefits as the employee of the company.

Signature

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MANGALAM COLLEGE OF ENGINEERING
ETTUMANOOR



+91 8330 83 87 37 , 6282 36 22 46
support@rombus.co.in
Thoms Heritage, Vakkattu Road,
Chakkaraparambu, Thammanam P.O.,
Kochi, Kerala - 682032
www.rombus.co.in

Please note that the terms and conditions outlined above are subject to company policies, procedures and applicable to employment laws. This offer is contingent upon the successful completion of any background checks or pre-employment requirements that may be necessary.

We trust that you will find these terms satisfactory. If you accept this offer, we kindly request that you sign and return a copy of this letter by 25th July, 2024, indicating your acceptance of the employment terms and conditions outlined herein. Additionally, please provide any required documentation or information necessary to complete your on-boarding process.

By accepting this offer, you acknowledge that your employment with Rombus Learning App is at-will, meaning that either you or the company may terminate the employment relationship at any time, with or without cause or notice, subject to applicable laws and regulations.

We are excited to have you join our team and look forward to your valuable contributions to Rombus Learning App. If you have any questions or require further information, please do not hesitate to contact our Human Resources department at 8111974400.

Once again, congratulations on your appointment to this position. We are confident that you will thrive in this role and make a significant impact within our organization.

Yours sincerely,

Athulya L
HR Manager

Accepted

Signature

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9. Termination:

You will be liable for termination from service by the Company without notice if:

- a. Any declaration given by you or testimonials furnished by you to the Company proves to be false; or
 - b. You are found to have wilfully suppressed any material information; or
 - c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - d. If you are not achieved the given target within the month, you will be terminated in probation period / after probation without any salary payment.
 - e. You breach any of the terms and conditions of the employment.
 - f. Any act of disloyalty, misconduct, or non-performance is found.
- On communication of the termination / resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents / property of the Company and shall not make or retain any copy of these items.
 - In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one-month notice, to enable smooth transition. Otherwise, you would not be paid any balance salary.

10. Intellectual Property:

- Any intellectual property created by you during the course of your employment will be the sole property of Rombus App.
- Governing Law: This offer of employment and the employment agreement shall be governed by and construed in accordance with the laws of India.

11. No salary would be provided to the employee if he / she works for less than 30 days from the date of joining..

12. No incentive would be provided to the employee if he / she works for less than 30 days in a month.

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING
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Signature
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ETTUMANOOR

Ref. No. HR/317/2024 (O)

Dated: 01-10-2024

Mr. Sreejish K Pillai
Kurickaparampil House
Thiruvananthapuram P O Chengannur Pincode : 689109
Mob: +91 9446300042
E mail: sreejishkpillai@gmail.com

Sub: Offer of Employment for the position of Business Development Executive

Dear Mr. Sreejish K Pillai,

We are happy to offer you the post of **Business Development Executive** with Transorze Solutions. The details of the offer, the Employee Compensation Package, and the terms and conditions of employment will be detailed in the appointment letter. You are expected to join on **01st October, 2024, Tuesday** and you will be under training for 3 days and shall be considered for payroll processing from **04th October, 2024**, your employment is subject to the following terms and conditions:

1. Credentials

You are expected to produce self-attested copies of all relevant documents pertaining to your educational qualifications and previous work experience, (i.e., Copy of Passport, Copy of PAN Card, Aadhaar, Copy of Educational Qualifications & Copy of Experience Certificates, 2 Passport size photographs & Copy of your bank passbook front page or Cancelled cheque) with originals for verification. The originals will be returned on verification.

2. Place of work

Your Posting would be at Pathanamthitta district in Kerala state.

3. Working Hours

The normal working days would be from Monday to Saturday and the normal working hours would be 9:00 am to 6:00 pm.

(Note: - You are expected to put extended working hours as and when required according to the emergency situations of the task requirement.)

4. Contract Period

You shall be on contract for 3 months. Upon completion of the Contract period, your Performance would be evaluated and shall be considered for employment confirmation. If your Progress and performance is not found satisfactory, the contract period shall be liable to be Terminated without giving notice or shall be extended, purely at the discretion of the management. During the contract period, your offer shall be terminable from your side by giving 15 days' notice only or pay in lieu thereof. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. Company has total privilege/discretion to alter the notice period as and when needed. If for any reason you are unable to complete the contract period due to circumstances of your own, it is important to note that the company reserves the right to deduct any costs incurred for background verification or other recruitment-related

Transorze Solutions

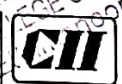
Rahath Tower, TC 48/48(2), By Pass Road,
Ambalathara Jn., Trivandrum, Kerala 695026

Mail : info@transorze.com
+91 9495 83 3319



N.S.D.C
TRAINING PARTNER

AAPC
LICENSED
EDUCATION PROVIDER



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OFFICE OF ENGINEERING

expenses from your final settlement. Additionally, we would like to emphasize that adherence to the notice period is crucial. If you fail to serve the designated notice period before leaving the company, it will impact your eligibility for full and final settlement of dues.

5. Compensation

You shall be paid monthly CTC salary of Rs. 15,000/- , including target variable pay of Rs. 5,000/- (Therefore the total minimum CTC will be in the range of Rs. 1,80,000/- PA or above) and taxes if any applicable as per prevailing Government regulations. As per the job role your target will be 500 leads, 5 seminars and 5 admissions per month. You are not eligible for the above- mentioned variable pay amount in the event that the target is not achieved. Target can be based on market dynamics. The aforesaid salary shall be paid for the period of your presence at the office, computed on a daily basis. The detailed structure of your salary shall be furnished separately with a detailed appointment order.

6. Leave

The leave eligibility is as per the Company Rules.

7. Jurisdiction

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of the appropriate Court of Trivandrum, Kerala, India.

8. Confidentiality

The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the company, for any reasons, any information about the interest or business of the company or any affiliated companies. You shall not communicate to any public papers, journals or cause to be disclosed at any time, any information or documents, official or otherwise relating to the company except with prior approval of the management.

You are requested to report to the competent authority at our office for joining duty.

We request you to please return one copy duly signed as a token of acceptance.

We are happy to welcome you to our midst and wish that your services in the company would produce good results and shall be of great benefit to you and to the company.

Yours Sincerely,

For TRANSORZE INFORMATION
PROCESSING SOLUTIONS PVT LTD.



HR Manager

Accepted by,


Signature:

Name:

Date:


Sreejish k pillai
01/10/2024




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MANJANAM COLLEGE OF ENGINEERING
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Date: September 23th, 2024

To,

Anjitha Anil,

Kalayil house thrikodithanam p.o changanacherry,kottayam
Kerala - 686105

Subject: Appointment as Graduate Engineer Trainee

Dear Anjitha,

Congratulations!

We are pleased to inform you that you have been selected for the position of **Graduate Engineer Trainee** at **Wenglor Sensoric India**. Your joining date will be **7th October 2024**.

During your tenure as a Graduate Engineer Trainee, you will receive a monthly stipend of **INR 10,000**, which will be credited to your bank account on the **end of every month**.

Please note the following clauses regarding your training and employment:

1. Full-Time Employment Opportunity:

If your performance during the 6-month training program meets our expectations, we may consider offering you a full-time position. In such a case, your starting annual package will range from INR 3 LPA to INR 8 LPA, depending on your performance and knowledge.

2. Extension of Training Period:

After the initial 6 months of training, we may extend your training period if we observe potential and see room for improvement in your performance.

3. Completion of Training:

If you are not found suitable for a full-time position, you will still complete the 6-month training program and will be awarded a certificate of completion upon conclusion.

4. Confidentiality and Non-Disclosure:

As a Graduate Engineer Trainee, you will be privy to sensitive information related to our products, operations, and clients. You are expected to maintain confidentiality and not disclose any company-related information to unauthorized parties during your training and employment period. Breach of this clause could result in immediate termination of your contract.


5. Workplace Policies and Code of Conduct:

During your time with the company, you are required to adhere to the company's workplace policies, code of conduct, and safety protocols. Failure to comply with these policies could result in disciplinary actions, including termination.

6. Termination of Training:

Wenglor Sensoric India reserves the right to terminate your training at any point during the 6-month period if you are found in violation of company policies or if your performance consistently fails to meet our expectations, following proper review and discussion.

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7. Relocation and Transfer:

While your initial place of work will be at our Navi Mumbai office, the company may require you to relocate to another office or project site based on business needs. Reasonable notice will be provided in such cases.

8. Leave and Absence Policy:

You will not be entitled to leaves during your training period, unless unforeseen circumstances occur. Any unapproved or excessive absence may affect your training evaluation and potential offer for full-time employment.

You are requested to report at the following address on your joining date:

Office Address:

Office 904/905, 9th floor, Rupa Solitaire,
Building No. A-1, Sector No. 1,
Millennium Business Park,
Thane-Belapur Road, Mahape,
400710 Navi Mumbai.

Office Timing:

Your working hours will be from **9:30 AM to 6:00 PM**, Monday to Friday.

For any assistance or help, you may contact:

Contact Person: Anushtha Saxena (HR)

Phone: 7400495512

Kindly send an acceptance to confirm your joining.

We look forward to welcoming you on board and believe that you will contribute to the growth and success of our company.

Warm regards,



Anushtha Saxena,
Human Resources & Administration Executive
Wenglor Sensoric India

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Offer Letter

Date: 02/05/2024

Dear Mr/Ms. SREEJISH K PILLAI,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 17 of JUNE 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

- 1. Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- 3. Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- 4. Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for **Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.



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info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention,
Kempegowda Nager, Bengaluru, Karnataka 560019

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QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joiner Signature: _____ Date: _____



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01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension, Kempegowda Nagar, Bengaluru, Karnataka 560019

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Offer Letter

Date: 29/5/2024

Dear Mr/Ms. JUSTIN KURIKOSSE SUNIT

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 17 of JUNE 202_. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are no charges associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

- 1. Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
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Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

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Qspiders CampusConnect

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Qspiders Campus

QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____



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Kempegowda Nagar, Bengaluru. Karnataka 560019

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Offer: Computer Consultancy

Ref: TCSL/DT20234346646/Trivandrum

Date: 13/07/2024

Ms. Anagha Rakesh
Thushara T.V Puram Po Vaikom , Kottayam Vaikom,
Vaikom,
Vaikom-686606,
Kerala.
Tel# -

Dear Anagha Rakesh,

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 Grade Y**. You will be assigned a role in any Unit as per 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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wismaya Building 6th Floor, Infopark, Kuzumagiri 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

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COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
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Registered Office Narul Building, 9th Floor, Narulman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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Mishra Building 6th Floor, Infopark, Kusunmagiri PO, Kochi 682 030 India

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

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

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2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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

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

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 19. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

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

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

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

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

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

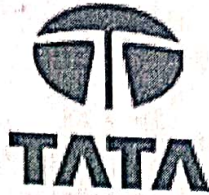
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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath

Global Head, Talent Acquisition & Academic Interface



Click here or use a QR code scanner from your mobile to validate the offer letter

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

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AUTUMN 2023

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GROSS SALARY SHEET

Annexure 1

Name	Anagha Rakesh
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat, India	BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

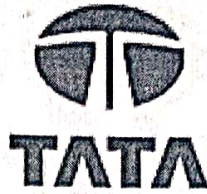

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

PRINCIPAL
MANJANATH COLLEGE OF ENGINEERING
TECHNICAL ENGS. Ettumanoor

TCS Confidential
TCSL/DT20234346646

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, Narlman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TCS Confidential
TCSL/DT20234346646

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

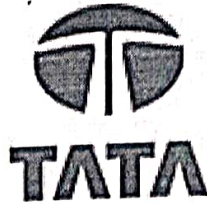
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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

DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGS.
MANGALAM COLLEGE OF ENGINEERING
ETTUMANNOOR

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
ETTUMANNOOR



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

TCS Confidential
TCSL/DT20234346646

TATA CONSULTANCY SERVICES

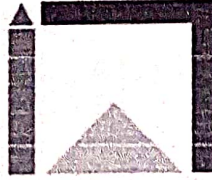
Tata Consultancy Services Limited

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

Tel: 0184 664 5000 Fax: 0184 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



Ref no: BI/HRD/TOE/004/2024

Date : 26-06-2024

OFFER LETTER

Dear Mr. Vishnu A S

It gives us immense pleasure in inviting you to join "Brands International" as one of its valuable members. We are happy that you are joining us in our effort to create a powerful organization.

Based on the recent Interview you had with us, we are pleased to offer you the position of "Estimation Engineer". Your Gross Monthly Salary will be Rs.20000/- (Rupees Twenty Thousand only).

Your normal place of work will be at our office in Vaikom. You will be on probation for a period of six months from the date of joining and will be confirmed based on your performance.

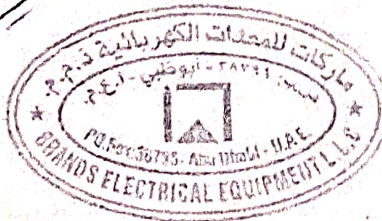
You are requested to join on or before 30th June 2024. On your joining day, we will require you to submit the following various documents for our records:

1. Copy of Educational certificates (Xth Onwards)
2. Copy of Experience Certificate from previous employer(s)
3. Last Salary Slip
4. One Proof of Residence (Aadhar Card/Voter ID/Passport copy {Front & Back Side})
5. One Passport Size Photograph (One soft copy and one hard copy)
6. Personal Bank Account Details

We welcome you to join the Company and would be happy if you can sign this letter in token of your acceptance of the offer of employment with the Company.

Best Regards,

Mr. Jayasankar T.P.
Managing Director



Candidate Acceptance

Candidate Name : VISHNU A S

Candidate Signature :

Date : 27/06/24

PRINCIPAL
ANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Ref no: BI/HRD/TOE/001/2024

Date : 26-06-2024

OFFER LETTER

Dear Mr. Akash Varma

It gives us immense pleasure in inviting you to join "Brands International" as one of its valuable members. We are happy that you are joining us in our effort to create a powerful organization.

Based on the recent Interview you had with us, we are pleased to offer you the position of "Estimation Engineer". Your Gross Monthly Salary will be Rs.20000/- (Rupees Twenty Thousand only).

Your normal place of work will be at our office in Vaikom. You will be on probation for a period of six months from the date of joining and will be confirmed based on your performance.

You are requested to join on or before 30th June 2024. On your joining day, we will require you to submit the following various documents for our records:

1. Copy of Educational certificates (Xth Onwards)
2. Copy of Experience Certificate from previous employer(s)
3. Last Salary Slip
4. One Proof of Residence (Aadhar Card/Voter ID/Passport copy (Front & Back Side))
5. One Passport Size Photograph (One soft copy and one hard copy)
6. Personal Bank Account Details

We welcome you to join the Company and would be happy if you can sign this letter in token of your acceptance of the offer of employment with the Company.

Best Regards,

Mr. Jayasankar T P
Managing Director



Candidate Acceptance

Candidate Name : AKASH VARMA

Candidate Signature :

Date : 27-06-2024

Ref: PE/24-25/151

Date: 11/05/2024

Mr. Anandeshwer E R

APPOINTMENT ORDER

Reference to your application and subsequent interview(s) you had with us, we are pleased to offer you appointment in our organization on the following terms and conditions.

1. Salary and designation.

Project Engineer (Electrical) will be your designation and you will be initially assigned at our office for preparation of design, estimation and costing.

The company present system of basic salary is 20,000/-

2. Probation.

You will be on probation for a period of 12 months from the date of your joining the company. The company at its discretion may extend the period of probation of such future period as decided by the company.

3. During your employment with as you shall preserve to


Diligently and faithfully carry out all instructions given to you from time to time.

Devote your whole time and attention exclusively to the business and interest of the company and not engage yourself either directly or indirectly in any other business or activity in any capacity either full time or part time

Keep as confidential all business, trade secrets and transactions of the company.

4. Basis of appointment.

This appointment offered on the basis of information furnished by you. If at any time it is revealed the employment has been obtained by furnishing false or misleading or insufficient information, The company will be free to terminate your service without notice.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

5. General

In respect of any other matter related to your serviced not covered above, you shall be governed by the rules and regulations of the company and all such modification as may be made therein from time to time.

You are requested to join the service of company at the earliest but not later than 1st June 2024.

You will be retire on attaining the age of 55 years or earlier if found unfit.

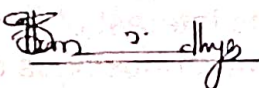
If you are agreeable to the above terms and conditions ,please sign and deliver one copy of this letter to as indicating the date on which you will join duty.

Your appointment will be effective the date your report for work. If you fail to report on the date without obtaining our consent in writing , this offer of employment will stand withdrawn.

While welcoming you to our company, we hope you will endeavour to given best by showing initiative, enthusiasm and application in the performance of your duties. You have our personal best wishes for your continued involvement and success.

Yours Sincerely

For RUCHAKA ENGINEERING PVT. LTD



AUTHORIZED SIGNATORY



I, Anandeshwer E R ,accept the employment on the terms and conditions mentioned in this appointment

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Letter. -----

Ref: PE/24-25/151

Date: 11/05/2024

Mrs.Arathi Sibi

APPOINTMENT ORDER

Reference to your application and subsequent interview(s) you had with us, we are pleased to offer you appointment in our organization on the following terms and conditions.

1. Salary and designation.

Project Engineer (Electrical) will be your designation and you will be initially assign at our office for preparation of design, estimation and costing.

The company presentsystem of basic salary is 20000/-

2. Probation.

You will be on probation for a period of 12 months from the date of your joining the company. The company at its discretion may extent the period of probation of such future period as decide by the company.

3. During your employment with as you shall preserve to

Diligently and faithful carry out all instruction given to you from time to time.

Devote your whole time and attention exclusively to the business and interest of the company and not engage yourself either directly or indirectly in any other business or activity in any capacity either full time or part time

Keep as confidential all business, trade secrets and transactions of the company.

4. Basis of appointment.

This appointment offered on the basis of information furnished by you. If at any time It is revealed the employment has been obtained by furnishing false for misleading or insufficient information, The company will be free to terminate your service without notice.



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

5. General

In respect of any other matter related to your serviced not covered above, you shall be governed by the rules and regulations of the company and all such modification as may be made therein from time to time.

You are requested to join the service of company at the earliest but not later than 1st June 2024.

You will be retire on attaining the age of 55 years or earlier if found unfit.

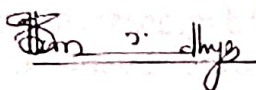
If you are agreeable to the above terms and conditions ,please sign and deliver one copy of this letter to as indicating the date on which you will join duty.

Your appointment will be effective the date your report for work. If you fail to report on the date without obtaining our consent in writing , this offer of employment will stand withdrawn.


While welcoming you to our company, we hope you will endeavour to given best by showing initiative, enthusiasm and application in the performance of your duties. You have our personal best wishes for your continued involvement and success.

Yours Sincerely

For RUCHAKA ENGINEERING PVT. LTD



AUTHORIZED SIGNATORY



I, Arathi Sibi, accept the employment on the terms and conditions mentioned in this appointment

PRINCIPAL
MANJUNATH COLLEGE OF ENGINEERING
MANGALURU

Letter. _____

Ref: PE/24-25/151

Date: 11/05/2024

Mr Anandhu Praveen

APPOINTMENT ORDER

Reference to your application and subsequent interview(s) you had with us, we are pleased to offer you appointment in our organization on the following terms and conditions.

1. Salary and designation.

Project Engineer (Electrical) will be your designation and you will be initially assign at our office for preparation of design, estimation and costing.

The company presentsystem of basic salary is 20000/-

2. Probation.

You will be on probation for a period of 12 months from the date of your joining the company. The company at its discretion may extent the period of probation of such future period as decide by the company.

3. During your employment with as you shall preserve to


Diligently and faithful carry out all instruction given to you from time to time.

Devote your whole time and attention exclusively to the business and interest of the company and not engage yourself either directly or indirectly in any other business or activity in any capacity either full time or part time

Keep as confidential all business, trade secrets and transactions of the company.

4. Basis of appointment.

This appointment offered on the basis of information furnished by you. If at any time It is revealed the employment has been obtained by furnishing false for misleading or insufficient information, The company will be free to terminate your service without notice.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

General

In respect of any other matter related to your serviced not covered above, you shall be governed by the rules and regulations of the company and all such modification as may be made therein from time to time.

You are requested to join the service of company at the earliest but not later than 1st June 2024.

You will be retire on attaining the age of 55 years or earlier if found unfit.

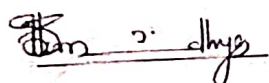
If you are agreeable to the above terms and conditions ,please sign and deliver one copy of this letter to as indicating the date on which you will join duty.

Your appointment will be effective the date your report for work. If you fail to report on the date without obtaining our consent in writing , this offer of employment will stand withdrawn.

While welcoming you to our company, we hope you will endeavour to given best by showing initiative, enthusiasm and application in the performance of your duties. You have our personal best wishes for your continued involvement and success.

Yours Sincerely


For RUCHAKA ENGINEERING PVT. LTD



AUTHORIZED SIGNATORY

I, Anandhu Praveen, accept the employment on the terms and conditions mentioned in this appointment

Letter. _____



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

RUCHAKA ENGINEERING

Electrical Consultants, Contractors and Engineers

International Trade Centre, Third Floor, Room. No. 640, Chengannur

ALAPPUZHA DIST. PIN – 689121

Mob: 9447741648

GST: 32BMLPS2137Q1ZI

E-mail: ruchaka.engineering@gmail.com

Ref: PE/24-25/151

Date: 11/05/2024

Mr Justin peter

APPOINTMENT ORDER

Reference to your application and subsequent interview(s) you had with us, we are pleased to offer you appointment in our organization on the following terms and conditions.

1. Salary and designation.

Project Engineer (Electrical) will be your designation and you will be initially assign at our office for preparation of design, estimation and costing.

The company presents system of basic salary is 20000/-

2. Probation.

You will be on probation for a period of 12 months from the date of your joining the company. The company at its discretion may extent the period of probation of such future period as decide by the company.

3. During your employment with as you shall preserve to


Diligently and faithful carry out all instruction given to you from time to time.

Devote your whole time and attention exclusively to the business and interest of the company and not engage yourself either directly or indirectly in any other business or activity in any capacity either full time or part time

Keep as confidential all business, trade secrets and transactions of the company.

4. Basis of appointment.

This appointment offered on the basis of information furnished by you. If at any time It is revealed the employment has been obtained by furnishing false for misleading or insufficient information, The company will be free to terminate your service without notice.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

5. General

In respect of any other matter related to your serviced not covered above, you shall be governed by the rules and regulations of the company and all such modification as may be made therein from time to time.

You are requested to join the service of company at the earliest but not later than 1st June 2024.

You will be retire on attaining the age of 55 years or earlier if found unfit.

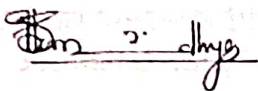
If you are agreeable to the above terms and conditions ,please sign and deliver one copy of this letter to as indicating the date on which you will join duty.

Your appointment will be effective the date your report for work. If you fail to report on the date without obtaining our consent in writing , this offer of employment will stand withdrawn.

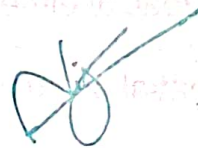
While welcoming you to our company, we hope you will endeavour to given best by showing initiative, enthusiasm and application in the performance of your duties. You have our personal best wishes for your continued involvement and success.

Yours Sincerely

For RUCHAKA ENGINEERING PVT. LTD



AUTHORIZED SIGNATORY



I, Justin Peter, accept the employment on the terms and conditions mentioned in this appointment

Letter. _____

PRINCIPAL
COLLEGE OF ENGINEERING
MANOR

DTPY/RD/P2/1558

17 May, 2024

Dear Sebastian K Chacko

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

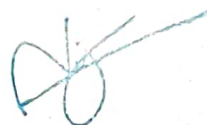
Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us

We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,

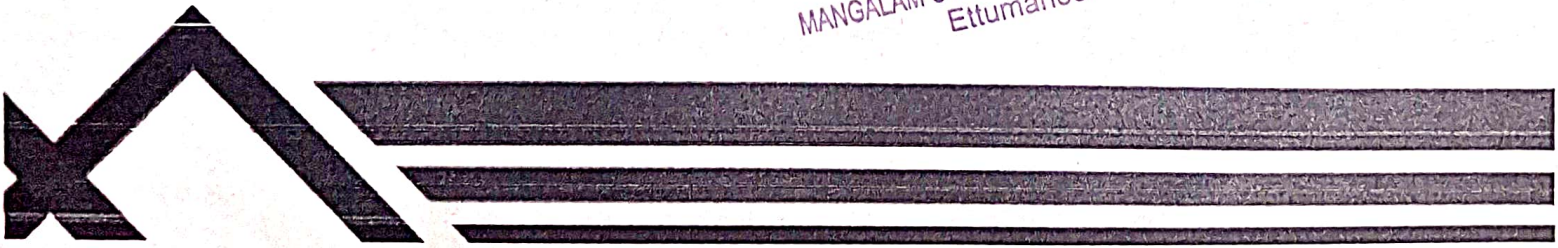


Abhijith TJ
Managing Director



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in





17 May, 2024

DTPY/RD/P2/1558

Dear Subin M John

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,

Abhijith TJ

Managing Director

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

+91 8848 179 883
contact@datapy.in
www.datapy.in



17 May, 2024

DTPY/RD/P2/1558

Dear Linto Mathew P John

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package: In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements: As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details: Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training: If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,

+91 8848 179 883
contact@datapy.in
www.datapy.in


Abhijith TJ

Managing Director


PRINCIPAL
MANGALAM 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

Dear Abin Mathew

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 4000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 04-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ☐ **ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)**
- ☐ **Certificate (Degree/ Diploma/ SSLC /PG)**
- ☐ **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
MAM COLLEGE OF ENGINEERING
Ettumanoor

www.touchqsolutions.com



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

We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd



BSS GREEN LIFE

GREEN MISSION MOVEMENT, SOCIAL DEVELOPEMENT PROGRAMME

Date: 17 August 2024

Dear Abhijith N Shenoy,

Congratulations! We are pleased to extend an offer for the position of Solar site survey officer at BSS GREEN LIFE, with the place of appointment located at Alappuzha.

Your compensation package for this position will be as follows:

In first Two months of joining:

- Probation Period: You will be on probation for a period of 6 months, starting from your date of joining. During this time, your performance and suitability for the role will be assessed.

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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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

Dear Jefin P Jose

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 4000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 04-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ☐ ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- ☐ Certificate (Degree/ Diploma/ SSLC /PG)
- ☐ 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.

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd



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info@touchqsolutions.com

Dear Ashik K R

Subject: Offer of Employment - Junior Production Engineer Trainee

We are thrilled to extend to you the opportunity to join TouchQ Software Solutions Pvt. Ltd as a Junior Production Engineer Trainee. Following your successful interview on 18-05-2024, 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. During the training period your monthly stipend will be 4000/- per month. Your monthly salary will range from 12,000 to 25,000, based on your performance after the training period.

We kindly request your presence and commitment on the official start date, which is scheduled for 04-06-2024. In preparation for your on boarding, we kindly ask you to submit the following documents:

- ☐ ID Proof (Aadhaar, Voters ID, or Driving License - any one of these)
- ☐ Certificate (Degree/ Diploma/ SSLC /PG)
- ☐ 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.

www.touchqsolutions.com

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We look forward to welcoming you to TouchQ Software Solutions Pvt. Ltd, where you will have the opportunity to contribute and grow within our dynamic team. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Thank you for accepting the terms and conditions outlined in this letter. We kindly request your signature below to acknowledge your acceptance of this offer.

Place: Vytilla

Date: 27-05-2024

Yours sincerely,

HR Manager

9946333336

TouchQ Software Solutions Pvt. Ltd



17 May, 2024

DTPY/RD/P2/1558

Dear Aswin Kumar K S

We are delighted to extend an offer of employment to you for the position as **Jr. Python Developer** at Datapy. Your selection in Phase 2 of our recruitment process is a testament to your skills and potential, and we believe that your contributions will greatly enhance our team.

Compensation Package:

In consideration of your skills and experience, your annual gross salary will be Rs. 2,40,000 per annum

Training Requirements:

As part of your onboarding, you will undergo specialized training. The training fee is Rs 15,000/-. You have the option to attend our company's training sessions or get certified from other reputed institutes at your own expense.

Account Details:

Acc Number : 1021 0100 4382 44

Acc Name : Abhijith TJ

IFSC Code : FDRL0001021

Bank Name : Federal Bank

Training Schedule and Details:

Details regarding the training schedule, session timings, and any additional information will be communicated to you well in advance. We encourage you to actively participate in the training to ensure a smooth transition into your role.

Screening for External Training:

If you opt for external training, there will be a screening process to assess your knowledge. Further details about this process will be shared during the training orientation.

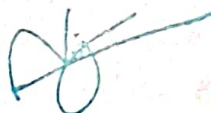
Documents required:

- 1.Address proof (Aadhar / Voter ID)
- 2.PAN Card (if available)
- 3.Passport Size Photo (in png / jpg format)
- 4.Payment Proof
- 5.Bank Details

Please confirm your payment and acceptance of this offer by 20th May 2024 by replying to this email along with documents. If you have any questions or require additional information, feel free to contact us
We look forward to welcoming you to DataPy and wish you a successful and rewarding career with us.

Sincerely,


Abhijith TJ
Managing Director



+91 8848 179 883
contact@datapy.in
www.datapy.in

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RUCHAKA ENGINEERING

Electrical Consultants, Contractors and Engineers
International Trade Centre, Second Floor, Room. No. 9, Chengannur
ALAPPUZHA DIST. PIN - 689121

Mob: 9447741648
GST: 32BMLPS2137Q1Z1
E-mail: ruchaka.engineering@gmail.com

Ref : PE/24-25/151

Date : 11/5/2024

Mr. Sooraj Mohan

Kalayil, kezhakethil(H)

Kuzhimattom P O

Kottayam, 686533

APPOINTMENT ORDER

Reference to your application and subsequent interview(S) you had with as, we are placed to offer you appointment in our organization on the following terms and conditions.

1. Salary and designation

Project Engineer(Electrical) will be your designation and you will be initially assign at our office for preparation of design, eastimation and costing.

The company at a future date may revise and restructure the present system of the basic salary and allowance.

2. Probation

You will be on probation of a period of 12 months, from the date of your joining the company. The company and its direction may

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extent the period of probation of such future period as may be decided by the company.

3. During your employment with as you shall persevere to: Diligently and faith fully carry out all instruction given to you from time to time. Devote your whole time and attention exclusively to the business and interest of the company and not engage your self either directly or indirectly in any other business or any other business or activity in any capacity, either full time or part time.

Keep as confidential all business, trade secret and transaction of the company.

4. Basis of appointment

This appointment is offer on the basis of information furnished by you. If at any time it is revealed that employment has been obtained by furnishings false or misleading or insufficient information the company will be free to terminate your service without notice

5. General

In respect of any other matter related to your service not covered above, you shall be governed by the rules and regulations of the company and all such modification as may be made therein from time to time.

You are requested to joint the service of the company at the earliest but not later than 1st June 2024

You will retire on attaining the age of 55 years or earlier if found unfit.

If you are agreeable to the above terms and conditions, please sign and deliver one copy of this letter to as indicating the date on which you will join duty

Your appointment will be effective the date you report for work. If you fail to report on the date without obtaining our consent in writing, this offer of employment will stand withdrawn

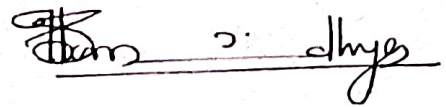


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While welcoming you to our company, we hope you will endeavor to give your best by showing initiative, enthusiasm and application in the performance of your duties. You have our personal best wishes for your continued involvement and success.

Your sincerely

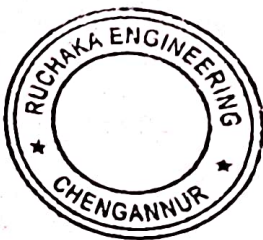
Ruchaka Engineering



Er. Sandhya V.K

Design and supervising
Engineer

M.Tech (Power System), MIE(I),
CE (I)



I, Sooraj Mohan accept the employment on the terms and conditions mentioned in the appointment

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June 15, 2024

Ref:HDBFS/24-25/HRIC422538/App/A63633

Ms.Anurenjana K,
Arr 38/A. D.No 43/3676,
Kannoth House,
Sincere Lane Apollo Road,
Kochi-682032

Dear Ms.Anurenjana K,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at COCHIN.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 6 (six) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

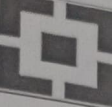
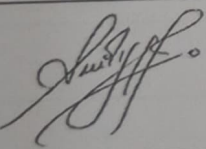
eSigned using Aadhaar
(Leegality.com - IQAYZyk)
Anurenjana K

Date: Wed Jun 19 12:00:00
2024

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

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Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Name		MS.ANURENJANA K	
Role		Sales Executive	
Grade		G7	
Location		Cochin	
Annual Compensation Break up			HDBFS Monthly
Basic		1,54,500	12,875
HRA		61,800	5,150
Conveyance Allowance		30,900	2,575
Provident Fund (Employer's contribution)		21,600	1,800
Gross Salary (A)		2,68,800	22,400
ESIC (Employer's contribution)----(B)		7,030	586
Gratuity----- (C)		7,431	619
Total Fixed Compensation (D=A+B+C)		2,83,261	23,605
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref:HDBFS/24-25/HRIC422538/Appt/A63633	

I, Signed with Aadhaar and conditions as mentioned in the Appointment letter.
 (Eesha K. Komar) (Anurenjana K)

Date: Wed Jun 19 12:17:41 IST
 2024

Ms.Anurenjana K



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PROVISIONAL OFFER LETTER

Date: 03-04-2024

Dear ANU JOHN,

Congratulations!

We are glad to inform that you have been provisionally selected for ICICI BANK Senior Officer/Relationship Manager (Post Graduate Program in Relationship Management) training with TVS Training & Services on 5th April 2024

About the training:

- ☐ The training duration is of 21 working days and it is completely delivered through Online mode.
- ☐ This is a New Age Digital BFSI training and hence it is mandatory for you to have a smart

Phone/Laptop/Desktop with Internet connectivity (minimum 2Mbps).

Upon successful completion of training and meeting the eligibility requirements (Refer Annexure I), you would be entitled to receive an Offer Letter for Senior Officer Grade (Designation: RM New Relationship / Relationship Manager) from ICICI Bank with salary (CTC) range between 2.40 lacs to 2.99 lacs per annum based on the city of posting.

- ☐ You are requested to pay Rs. 47,200 (Forty-seven thousand and two hundred only) in favor of TVS Training & Services for your 21 days Training Program to the below mentioned bank account.

ACCOUNT NAME	TVS TRAINING AND SERVICES LTD
ACCOUNT No.	000905036215
BANK NAME	ICICI BANK LTD
BRANCH NAME	Chennai - Nungambakkam
IFSC CODE	ICIC0000009

The training will equip both knowledge & skills, required to launch yourself on a fast-track career in the rapidly-growing Banking Sector. The training is designed to build competencies in the areas of domain knowledge, application orientation, technology orientation, selling skills and customer service.

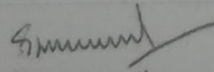
During your training period at TVS TS, as a trainee, you would be expected to abide by the rules and norms as laid down in Annexure II.

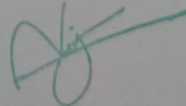
Please note that this Provisional Offer to join the program is not transferable.

Enrolling for this training and paying training fee (part or full) shall be construed as your having read, understood and accepted all the terms and conditions as per Annexure I & II of this Provisional Offer Letter.

Wishing you a great future with ICICI BANK.

For TVS Training & Services


G Narayanamurthy
Chief Executive Officer



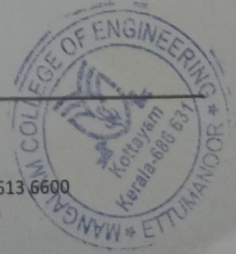
TVS TRAINING AND SERVICES LTD

GST No: 33AACCH3768D1ZT CIN: U74990TN2010PLC075028

No 61, Reddy Street, Vanagaram Main Road, Athipatttu, Ambattur Industrial Estate, Chennai - 600058 Tel: 2613 6600
Registered Off: Jayalakshmi Estate, 29, Haddows Road, Nungambakkam, Chennai-600006 Tel: 91-44-2822233

E-mail : tvsts@tvsts.com

Web : www.tvsts .com



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LETTER OF APPOINTMENT

Ref: TMC/HRD/TR./L.No.334

Dt.: 5 October 2024

To

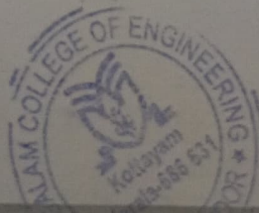
Arpitha Krishna

Dear Arpitha Krishna, This has reference to your application dated 2nd October 2024 and subsequent to

interview held on

3rd October 2024 we agree to offer you an opportunity for training as 'Trainee' in our Company on the following terms and conditions.

1. You will be paid a stipend of Rs. 7000 (Rupees Seven Thousand only) and a project allowance of Rs.3000 (Rupees Three Thousand only). As a 'Trainee', you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits if any, as applicable to the trainee.
2. You will have to follow all the Rules & Regulations of the company in existence, amended / added time-to-time as and when required, by the company.
3. You will be under training for a period of Three months from the date of your joining. After satisfactory completion of your training, you will be put on probation for six month. On satisfactory completion, of probationary period or the extended probationary period, as the case may be, you will be confirmed in the service of the company in writing.
4. This appointment is further subject to verification of the particulars given by you in your application form for engagement as a trainee. In case any particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
5. (a) During the training period, you will submit monthly report, reviewing your work along with your observations and suggestions.
(b) The Management will expect you to train in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
(c) You will devote your whole time to undergo training at the company and will not undertake any other direct/indirect business or work, honorary or remuneratory, except with the written permission of the Management.
(d) You will not give to anyone, by word of mouth or otherwise, particulars or details of our process, technical know-how, or of security arrangements, or of administrative and / or



organisational matters, whether of confidential or secret nature, that may become know to you for being associated with our Company.

(e) You will take part and interest in the extra curricular and welfare activities of the company.

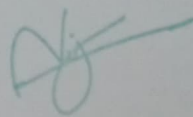
6. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reasons and without notice during your training period.

7. If you accept the above terms, you are required to return the carbon copy of this letter of appointment duly signed by you in token of your acceptance within one week and report for duty on or before 7th October 2024. While reporting for duty, please bring two copies your latest photographs of passport size, one photo ID proof and address proof and one copy of each of your educational qualification certificate along with originals.

Authorised Signatory

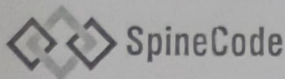
I accept the appointment and its terms and conditions. I shall report for duty on

Signature



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08-06-2024
Ref.SCLLP/EmP/08062024-001

Ms. Anfa Fathima N S

Employment Contract

Dear Anfa Fathima N S,

With reference to your application and subsequent interviews, we are pleased to appoint you as "Business Development Executive" at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

2. Joining Date

You are requested to report on 17th June 2024, tentatively at 10:00 am, SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020

3. Probationary Period

- a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.
- c) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice

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28/06/2024

OFFER LETTER

1. PARTICULARS OF COMPANY AND EMPLOYEE

This Offer is made on 28th of June 2024 on behalf of **Onesoft Technologies LLP** (hereafter referred to as the “Company”) and **Ms. Aiswarya Mano** for our office at GroundFloor, Vismaya, Infopark, Kakkanad, Kochi, Kerala-682042

2. COMMENCEMENT AND TERM

2.1 Your date of joining will be on 1st of July 2024 after acceptance of this Offer by signing Employment Agreement and other HR documentations. Your service will continue unless terminated by either party in accordance with the terms of the Employment Agreement.

3. JOB TITLE

3.1 You are employed as a HR Executive Cum Admin. Your duties and responsibilities shall be as assigned to you by the management of the company

3.2 and you'll be reporting to them. You will perform such service in good faith and comply with all rules, regulation and policies established or issued by the company. Upon acceptance of this offer, you will be subject to a Probationary period of Six months.

4. SALARY

4.1 Your annual CTC will be INR 2, 40, 000/- (Rupees Two Lakh Forty Thousand Only) which shall be paid pro-rata and in arrears of equal monthly instalments, after deductions by the 10th day of every successive month directly into your account. Apart from the monthly salary, there will be a yearly incentive package, which will be detailed to you later.

4.2 The Company shall review your salary on an yearly basis calculated from the date of appointment anniversary of your employment, based on your performance but shall be under no obligation to increase your salary.

4.3 The Company shall be entitled to deduct from your salary or other payments due to you, any money which you owe to the Company at any time or any legally mandatory deductions that may arise in the future.

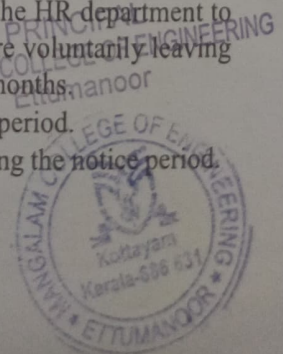
4.4 The employee must complete a minimum of 30 days continuous service with the company in order to be eligible for one month salary.

5. EXIT POLICY

5.1 An employee should submit adequate written notice addressed to the CEO, which is given to the immediate superior with a copy to the HR department to ensure that they complete the assignments on hand, before voluntarily leaving the Company. The notice period shall not be less than 2 months.

5.2 The employee is required to be on duty during the notice period.

5.3 Eligible leave under the service rules does not apply during the notice period.



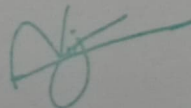
- 5.4 Any leaves availed during this period will need the prior approval of the immediate superior and will be considered as Loss of Pay.
- 5.5 CEO is the person competent to accept resignation. He may at his discretion, waive the provision requiring the above notice for resignation. He can also accept the withdrawal of resignation, if made.

6. RESIGNATION DURING PROBATIONARY PERIOD

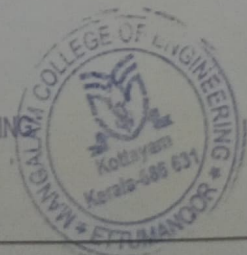
- 6.1 Employee on probation can voluntarily leave the Company by submitting adequate written notice addressed to the CEO, which is given to the immediate superior with a copy to the HR department to ensure that they complete the assignments on hand. The notice period shall not be less than 1 month.
- 6.2 The employee is required to be on duty during the notice period.
- 6.3 Eligible leave (4 sick leave) under the service rules does not apply during the notice period.
- 6.4 Any leaves availed during this period will need the prior approval of the immediate superior and will be considered as Loss of Pay.
- 6.5 CEO is the person competent to accept resignation. He may at his discretion, waive the provision requiring the above notice for resignation. He can also accept the withdrawal of resignation, if made.
- 6.6 If by mutual agreement the notice period is done away with, the consideration will entail that the employee pay one month salary, in full or pro-rate for salary for the period.
- 6.7 During the period of probation or at the end of the prescribed or extended period of probation an employee can be discharged from the Company by the employer, by giving prior notice
- 6.8 The services of any regular employee can be terminated by giving him/her proper notice.

Aiswarya Mano

Harys Abdul Khadar
CEO



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We Create Bright Future

AIRON ACADEMY
PRIVATE LIMITED
CIN: U85500KL2024PTC085989
0471 233 7433
+91 94 00 898 433
info@aironacademy.com
www.aironacademy.com

To,

ABEEGA MARIYAM SANTHOSH

D/O SANTHOSH PHILIP

Karikkulam, Makkamkunnu

Pathnamthitta P O.

Kerala - 689645

E-mail: abeegasanthosh@gmail.com

Mobile: +91 92 07090 651

Subject: Offer of Appointment

Dear Ms. ABEEGA MARIYAM SANTHOSH,

Congratulations! We are pleased to confirm you have been selected to be a part of **Airon Academy Pvt. Ltd.** We are delighted to make you the following job offer. The position we are offering is that of **Admission Sales Executive** at a gross monthly salary of Rs. 10,000/- (Ten Thousand Only) per Month and will be cleared in the starting of every month. Your working hours will be from 08:45 am to 05:00 pm on normal workdays. This appointment will be a two-year contract and will be renewed based upon your work ability.

Benefits Information if relevant to the position:

Branch	-	Airon Academy - Cochin
Joining Date	-	26 - June - 2024 (Wednesday)
Probation Period	-	3 Months from the Date of Joining
Gross Monthly Salary	-	Rs 10,000/Month
Casual Leaves	-	12 Leaves Per Annum / 1 per month
		(Paid Leaves are not applicable in Probation Period)
Employee Benefits Include	-	HRA, Conveyance, Medical allowances
Increment	-	Yearly as per Performance
Incentives	-	As per company Policy

Applicable after Probation Period only

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Reg. Office: Second Floor, Nayana Mansion, Near Ayyappa Kovil
S.S Kovil Road, Thampanoor, Thiruvananthapuram, Kerala, India - 695001



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Salary Calculation

		Monthly	Annual
		10,000	1,20,000
Date of Joining	26-06-2024		
No of Days	30		
Basic	5,000	5,000	60,000
HRA	2,500	2,500	30,000
Conveyance	800	800	9,600
Medical	1,250	1,250	15,000
LTA	500	500	6,000
Special	50	50	600
	10,000	10,000	1,20,000

** Note: Your Income Tax, Professional Tax etc. should be done by yourself. Additionally, you are also entitled to receive incentives, strictly based on your performance. PF, ESI etc. will be applicable only after when the company implement those facilities.

1. You shall serve in this company for a minimum period of one year from the date of joining & Contract period is for 02 years.
2. You shall submit your original educational certificates & a bank cheque of 03 month's salary as security.
3. You shall not divulge to anyone whether a direct competitor or otherwise, by word of mouth or otherwise any particulars or details of our security source code, security systems & arrangements and or administrative systems & arrangements and or any organizational matters whether confidential or otherwise, which you may acquire during the course of your employment with the company.
4. Your other basic job responsibilities will be explained to you on joining the company. Please note that besides your job function, you will be required to carry out other jobs assigned to you from time to time by the Management.
5. You are also expected to ensure that the company's interests are not prejudiced at any time in the discharge of the duties that may be assigned to you from time to time.

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Reg. Office: Second Floor, Nayana Mansion, Near Ayyappa Kovil
S.S Kovil Road, Thampanoor, Thiruvananthapuram, Kerala, India - 695001

Date: 12th Sep 2024

Dear Akhila Sasikumar,

Greetings from "Riverleaf Technology Private Limited"

We are pleased to appoint you as "HR Recruiter" position at our company. Date of joining will be on **23rd September 2024** kindly report to office before 10:00 A.M.

A detailed appointment letter will be issued to you when you join the organization.

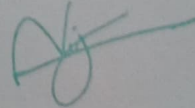
Note: 1. If the candidate fails to share the documents within 24hrs of email sent, then it could be considered as employment withheld.

2. Candidate must go through the email thoroughly before Sharing any sort of Documents.

3. Candidates should ensure that the Documents are scanned and converted into **PDF** format.

Please submit the following documents soft copy by E-mail once and submit the **ORIGINALS** (Only for Verification Process) hardcopy on the date of joining:

1. Copies of all Educational Qualification Certificates with Mark sheets (10th, Inter, Degree and PG etc.)
2. Relieving / Experience and Offer letters from previous employment and proof of identity of the work experience from all the previous organizations.
3. Three month's salary slip/salary certificate from previous employer.
4. ID Proof (Pan Card/Voter ID/ Aadhar card/ Driving License)
5. Passport Copy/ Applied for passport acknowledgment Copy
6. Address Proof (Ration card/Passport/ Telephone bill/ electricity bill)
7. 3 Passport Size Photographs.
8. Covid Double Dose Vaccination Certificate



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Thanks, and regards,
Human Resource Team
81519 75632



OFFER LETTER26th August 2024

Dear Arathi Reji

NoBroker is India's First PropTech Unicorn and an integrated player providing end-to-end solutions in the Real Estate Industry. We provide various core and allied services to the customers in following areas:

- Core Real Estate
- Financial Services
- Home Services
- Society Management

We have disrupted the Real Estate industry by removing the middlemen from the transaction and in-turn, are saving money for our customers.

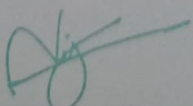
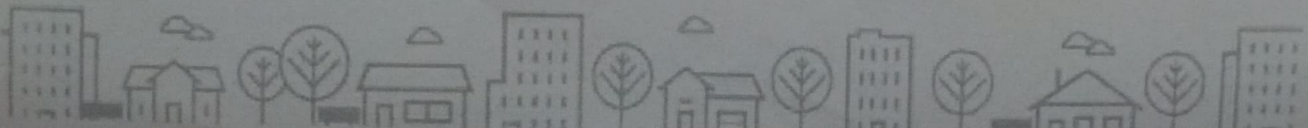
As we continue to grow, we are looking for like-minded people who can join our team, share the growth and be part of our culture of innovation. Further to our discussion, we are pleased to invite you to join our team as a **"Executive - Talent Acquisition"**. Head office of the company is situated in Bengaluru, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort to performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to monthly stipend of **INR.12,000** & an additional monthly IT infra allowance of **INR.2000/-** per month.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.


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11.07.2024
Cochin, Kerala
Ref No: 2024/135

To,
Ajin Abraham
emmanuelajin33@gmail.com
+91 7736777040

Subject: Offer Letter

Dear Ajin,

Following our recent discussions & subsequent to the interview between you and Invisor Consulting Services Limited and we are delighted to offer you the position of Associate – Finance & Accounts (Intern) effective from 15th July 2024, Reporting time: 2.30 pm to 8.00 pm Details of your employment will be as follows,

Date of Joining	15 th July 2024
Designation	Associate – Finance & Accounts (Intern)
Department	Finance
Location	3rd Floor Carnival info park phase 2, Kochi
Annual CTC	Unpaid

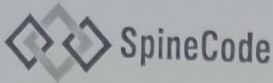
As a member of Invisor team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

Email: contact@invisorglobal.com, www.invisorglobal.com

KOCHI | HYDERABAD | DUBAI | TORONTO | NEW YORK



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12-06-2024

Ref_SCLLP/EmP/12062024-001

Ms. Ashmi Philo Sebastian
Kunnath House
Kaitharam P O,
Kottuvally, North Paravur
Ernakulam - 683519

Employment Contract

Dear Ashmi,

With reference to your application and subsequent interviews, we are pleased to appoint you as "**Business Development Executive**" at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

2. Joining Date

You are requested to report on **17th June 2024, tentatively at 10:00 am, SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020**

3. Probationary Period

a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.

b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.

c) Prior to your confirmation, if the Company in its opinion is not satisfied with your

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work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

4. Compensation

Your compensation details are as stated in the table below.

Particulars	Monthly	Yearly
Basic Salary	20,000.00	2,40,000.00

You will get incentives additional as per the target

5. Working week & Leave

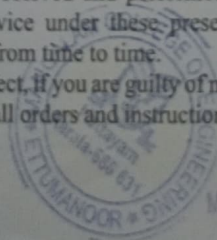
- The normal working days per week and working hours per day of the company are from Monday to Friday and from 9.00 A.M to 6.00 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programs and emergencies.
- Holidays would be as per the list declared by the Company from time to time.
- As an employee of the Company you will be entitled to 6 days leave on 6 months' probation period and there will be 6 days sick leave and 12 days casual leave per annum. In addition, you will also be eligible for earned leave, as per leave policy of the company. No other leave will be applicable.

6. Promotion

- Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

7. Notice Period & Termination of Employment

- Either party may terminate the agreement, for any reason or on convenience, by giving two months' notice to the other party without assigning any reason whatsoever.
- Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - By giving one month's notice or notice pay in lieu thereof if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties.
 - with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time.
 - With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.



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PROVISIONAL OFFER LETTER

Dear ARYA DEVARAJAN,

Date: 03-04-2024

Congratulations!

We are glad to inform that you have been provisionally selected for ICICI BANK Senior Officer/Relationship Manager (Post Graduate Program in Relationship Management) training with TVS Training & Services on 5th April 2024

About the training:

- The training duration is of 21 working days and it is completely delivered through Online mode.
- This is a New Age Digital BFSI training and hence it is mandatory for you to have a smart Phone/Laptop/Desktop with Internet connectivity (minimum 2Mbps).
- Upon successful completion of training and meeting the eligibility requirements (Refer Annexure I), you would be entitled to receive an Offer Letter for Senior Officer Grade (Designation: RM New Relationship / Relationship Manager) from ICICI Bank with salary (CTC) range between 2.40 lacs to 2.99 lacs per annum based on the city of posting.
- You are requested to pay Rs. 47,200 (Forty-seven thousand and two hundred only) in favor of TVS Training & Services for your 21 days Training Program to the below mentioned bank account.

ACCOUNT NAME	TVS TRAINING AND SERVICES LTD
ACCOUNT No.	000905036215
BANK NAME	ICICI BANK LTD
BRANCH NAME	Chennai - Nungambakkam
IFSC CODE	ICIC0000009

The training will equip both knowledge & skills, required to launch yourself on a fast-track career in the rapidly-growing Banking Sector. The training is designed to build competencies in the areas of domain knowledge, application orientation, technology orientation, selling skills and customer service.

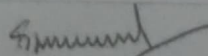
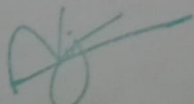
During your training period at TVS TS, as a trainee, you would be expected to abide by the rules and norms as laid down in Annexure II.

Please note that this Provisional Offer to join the program is not transferable.

Enrolling for this training and paying training fee (part or full) shall be construed as your having read, understood and accepted all the terms and conditions as per Annexure I & II of this Provisional Offer Letter.

Wishing you a great future with ICICI BANK.

For TVS Training & Services


G Narayanamurthy
Chief Executive Officer
PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor**TVS TRAINING AND SERVICES LTD**

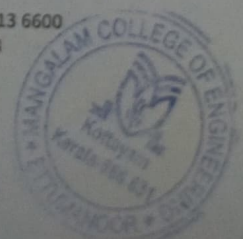
GST No: 33AACCH3768D1ZT CIN: U74990TN2010PLC075028

No 61, Reddy Street, Vanagaram Main Road, Athipattu, Ambattur Industrial Estate, Chennai - 600058 Tel: 2613 6600

Registered Off: Jayalakshmi Estate, 29, Haddows Road, Nungambakkam, Chennai-600006 Tel:91-44-2822233

E-mail : tvsts@tvsts.com

Web : www.tvsts .com






Government of India
Form GST REG-06
[See Rule 10(1)]

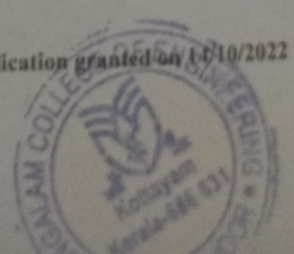
Registration Certificate

Registration Number : 32KEMPS1282C1ZE

1.	Legal Name	ANSAL SAJI			
2.	Trade Name, if any	MANNAR ELECTRICALS			
3.	Additional trade names, if any	null			
4.	Constitution of Business	Proprietorship			
5.	Address of Principal Place of Business	Kangazha Sub Post Office, GROUND FLOOR, XIV/595AA, CHIRAKUNNEL, Karukachal Manimala Road, PATHANADU, Kangazha, Kottayam, Kerala, 686542			
6.	Date of Liability				
7.	Period of Validity	From	14/10/2022	To	Not Applicable
8.	Type of Registration	Regular			
9.	Particulars of Approving Authority	Signature Not Verified Ke-71a Digitally signed by DS GOODS AND SERVICES TAX NETWORK(4) Date: 2022.10.14 11:19:56 IST			
Signature					
Name		SHERIN LAL PRABHAKARAN			
Designation		State Tax Officer			
Jurisdictional Office		CTO, II Circle, Changanassery			
9. Date of issue of Certificate		14/10/2022			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 14/10/2022 by the jurisdictional authority.

PRINCIPAL
KANGAZHA COLLEGE OF ENGINEERING





WELCOME ABOARD

MR AMAL P CHERIAN

It gives me great pleasure to welcome you to Team; you are joining us in at a very-exciting phase as the road ahead is paved to guarantee success under our massive expansion plan. We are looking forward to working together, here at Alza we encourage an open environment and are always welcome to new ideas and extremely approachable towards any queries that you might have or if in any way we can make your journey more enjoyable.

As we discussed during your interview, we are projecting massive growth this year, and we would like to congratulate you on being a part of this journey.

When you arrive on 29th, JULY 2024, look for ELSA who will show you around the office and introduce you to the various members of our team, who will eventually play a keyrole in your success with us.

We are all looking forward to working with you and are certain that you'll be a great fit for this team.

Yours Truly

Ahammed Althaf Potachola

Business Head



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MANGALAM COLLEGE OF ENGINEERING
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TC 23/279, NEDUVACCATTU BUILDING, PIPELINE ROAD, KOWDIAR P O,
THIRUVANANTHAPURAM, KERALA 695003.

CONTACT: 9074442571, alza-incorporationtvm@gmail.com

September 25, 2024

Alana A,
Thattupurayidam
padam p.o, Kalanjoor
Via, Pathanamthitta
District. 689694

EMPLOYMENT OFFER LETTER

We are pleased to offer you employment at White Sketch. for the position of HR And Admin effective as of 25th September 2024 with an annual CTC of Rs 1,44,000 /- will be paid.

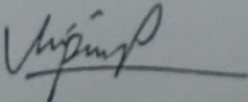
Your employment with us will be governed by the Terms & Conditions detailed in Annexure-A and those that may change from time to time. You will be paid gross remuneration as detailed in Annexure-B.

You will be on probation for a period of 3 months from the date of joining. Your probation can be either terminated or extended up to a further period of 3 months in case your services are found unsatisfactory during your initial probationary period.

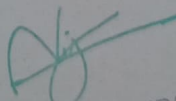
We are sure you would find your career with White Sketch challenging and rewarding. While welcoming you to White Sketch, we are confident that you will contribute to the origination and its goals, add value through your efforts, and strengthen White Sketch

Please return the signed duplicate copy of the appointment letter as a token of your acceptance of the compensation structure. Kindly acknowledge by signing on every page of this letter and return the scanned copy to us.

FOR WHITE SKETCH

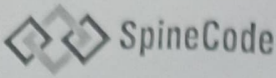


VIPIN PAVITHRAN
MANAGING DIRECTOR



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MANGALAM COLLEGE OF ENGINEERING
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12-06-2024

Ref_SCLLP/EmP/12062024-002

Ms. Aiswarya Krishnan
Chennothu House
Nedumkunnam P O,
Kottayam

Employment Contract

Dear Aiswarya,

With reference to your application and subsequent interviews, we are pleased to appoint you as "**Business Development Executive**" at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

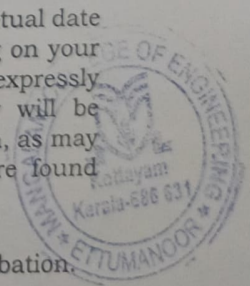
Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

2. Joining Date

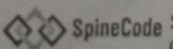
You are requested to report on **17th June 2024, tentatively at 10:00 am, SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020**

3. Probationary Period

- a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.
- c) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice



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or assigning any reason whatsoever.

4. Compensation

Types of Emotions

Your compensation details are as stated in the table below.

Emotion	Particulars	Monthly	Yearly
Anger	Joy		
Embarrassment	Disappointment	20,000.00	2,40,000.00
Hate	Love		
	Hatred		
	Contentment		
	Happiness		
	Fear		
	Sadness		
	Desire		

You will get incentives additional as per the target

5. Working week & Leave

The normal working days per week and working hours per day of the company are from Monday to Friday and from 9.00 A.M to 6.00 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programs and emergencies.

b) Holidays would be as per the list declared by the Company from time to time.

Sources of Emotions and Moods

• **Personality** In the project of the Company you will be entitled to 6 days leave on 6 months' probation period and there will be 6 days sick leave and 12 days casual leave per annum. In addition, you will also be eligible for earned leave, as per leave policy of the company. No other leave will be applicable.

• **Gender**

6. Promotion

• **Age** a) Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

• **Stress**

7. Notice Period & Termination of Employment

• **Social activities** Either party may terminate the agreement, for any reason or on convenience, by giving two months' notice to the other party without assigning any reason whatsoever.

• **Weather**

b) Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:

• **Exercise** i. By giving one month's notice or notice pay in lieu thereof if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties.

Emotional Intelligence

ii. with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service provided to manage both personal and professional emotions and apply them for situation management and career progression. Company notified from time to time. If you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.



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Date: 12th Sep 2024

Dear Adithya Mohann,

Greetings from "Riverleaf Technology Private Limited "

We are pleased to appoint you as "HIR Recruiter" position at our company. Date of joining will be on 23rd September 2024 kindly report to office before 10:00 A.M.

A detailed appointment letter will be issued to you when you join the organization.

Note: 1. If the candidate fails to share the documents within 24hrs of email sent, then it could be considered as employment withheld.

2. Candidate must go through the email thoroughly before Sharing any sort of Documents.

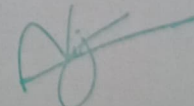
3. Candidates should ensure that the Documents are scanned and converted into **PDF** format.

Please submit the following documents soft copy by E-mail once and submit the **ORIGINALS** (Only for Verification Process) hardcopy on the date of joining:

1. Copies of all Educational Qualification Certificates with Mark sheets (10th, Inter, Degree and PG etc.)
2. Relieving / Experience and Offer letters from previous employment and proof of identity of the work experience from all the previous organizations.
3. Three month's salary slip/salary certificate from previous employer.
4. ID Proof (Pan Card/Voter ID/ Aadhar card/ Driving License)
5. Passport Copy/ Applied for passport acknowledgment Copy
6. Address Proof (Ration card/Passport/ Telephone bill/ electricity bill)
7. 3 Passport Size Photographs.
8. Covid Double Dose Vaccination Certificate

Thanks, and regards,
Human Resource Team
81519 75632




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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Ref: HR/JUL/24/A3/62762809/60819459/1001673791

Date: 08 July, 2024

Mr. Abhigith M j
Mailakulathu house thirumarady
Mailakulathu house
Koothattukulam 686662
Kerala, India

Dear Mr. Abhigith

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DMIT in Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Kochi, Kerala**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 31 July, 2024.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,319/- (Rupees Twenty Five Thousand Three Hundred Nineteen Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.

- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Variable Pay Incentive: In addition to the aforementioned Fixed Pay, you shall be entitled to participate in the performance-based Incentive scheme linked to resultant performance of individual, team, location, and business unit. It will be based on predetermined performance metrics and reviewed periodically. The specific incentive schemes / plans of the Company are discretionary, subject to amendment or withdrawal, with or without notice. The transfers, reassignments, or changes in role may lead to change in structure and eligibility for the applicable schemes. Further, the Company may deem an employee ineligible for participation in any incentive schemes, even with retrospective effect, who has or may have committed any illegal, fraudulent, or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the sole discretionary interpretation of Reliance.

3. GENERAL:

Reliance Retail Limited

CIN: U01100MH1999PLC120561 Phone: +91 22 35553800

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

LETTER OF OFFER

Mr. AKHIN SAJI

With reference to your application and the subsequent interview you had with us, we take immense pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

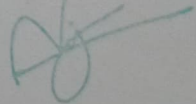
Designation: TRAINEE (HR EXECUTIVE)

Date of Joining: 06th AUGUST 2024

You will be further introduced to six levels of our Training Program. Each level is designed to teach you all the aspects of Administration i.e. Data Management / Record Maintaining / Human resource development. During the training period you will be paid 15000/- per month. We encourage an open environment conducive to active learning and participation. Do not hesitate to ask any relevant questions that might help you in your development. Trainee shall ensure that ELIXIRON CORPORATION intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any liabilities, in case trainee leaves within 6 months of training. The trainee needs to serve the notice period for at least TWO months before leaving. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ELIXIRON CORPORATION. Misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above-mentioned rules will attract a penalty and termination. Wishing you a successful journey.

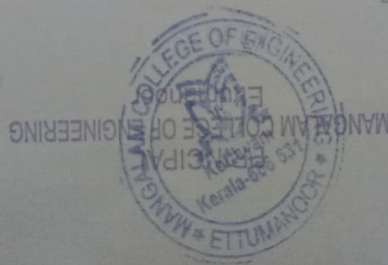


**ROSHINIR
BUSINESS HEAD**



TRIVANDRUM / CALICUT / COIMBATUR / ERITRICHY / COCHIN / MYSORE / CHENNAI
ELIXIRON INTC 22/2443, KAMAL BUILDING, 3RD FLOOR, SHANKAR ROAD,
SASTHAMANGALAM, TRIVANDRUM; KERALA 695 018

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CENTRE FOR INNOVATIVE STUDIES

A VENTURE FROM OFFSHORE E&C

2nd Floor, Palupallath Building, Bridge Road, Aluva, Kochi

Emakulam District, Kerala, India- 683101

Ph. No: 99466 55578

Email id: admin@offshoreeducationandcareers.in

Date: 18.03.2024

To,

Abhirami Mol K.s
Kottuparambil House
Vadakkenirappu P O
Neezhoor, Kottayam 686612

APPOINTMENT LETTER

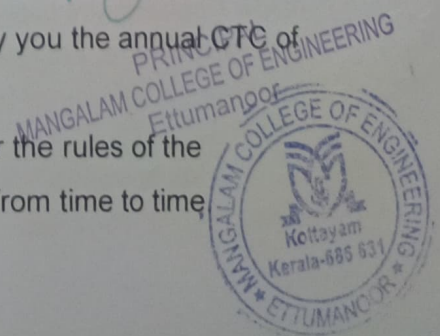
Dear Abhirami,

We are pleased to issue this letter of appointment governing the terms and conditions of your employment with our centre being operated in Aluva:

1. **EFFECTIVE DATE OF APPOINTMENT:** The effective date of your appointment is **18 March 2024**.
2. **DESIGNATION:** You will be presently designated as Telecalling Agent.
3. **REPORTING TO:** You will report to the **Marketing Head**, on your joining
4. **RESPONSIBILITY:** Your detailed duties and responsibilities shall be as delegated to you from time to time. Broadly, you shall be responsible for all aspects of telecalling agent at the centre. You shall give your support for business planning, execution and achieving the admission targets given from time to time by the management. Database collection and alliances, generate walk-ins, customer acquisition, counselling affairs, tour district promotion locations, admission process & documentation, training coordination etc. and such other duties as may be assigned to you from time to time.

It will be mandatory on you to attend all training sessions scheduled without any failure. This is a critical position for the business, therefore utmost hard work; target achievement, sincerity and integrity are essentials ingredients of your functions.

5. **PLACE OF POSTING:** You will be posted at Aluva, for the discharge of your duties.
6. **SALARY:** In consideration of your services, we shall pay you the annual CTC of INR 1,50,000/- pa.
7. **Benefits:** You will be entitled to the other benefits as per the rules of the organisation applicable to your category of employees, from time to time.



8. **Probation:** You will be on probation for a period of three months from the date of joining. This period can be extended at the discretion of the management.
9. **Termination:** Your services can be terminated by giving one month's written notice from either side or payment of salary in lieu thereof with respect to the conditions in offer letter signed. During the probation, your services can be terminated by the company giving one month notice from the employee's side. However, in the cases involving serious misdemeanour, questionable integrity & moral turpitude or false or incorrect information or if you are found guilty of any other criminal offence, your services can be terminated immediately without a notice and you would not be entitled to any compensation in lieu of notice.

Other Rules and Regulations:

➤ Conduct and Discipline :

- The organisation will expect you to work with a high standard of initiative, discipline, diligence, cost consciousness, efficiency and effectiveness and shall maintain exemplary conduct at all times so as to uphold the high image of the organisation as well as your position as an employee and at no time cause or act in any manner that may bring disrepute either directly or indirectly to the organisation or to your role as an employee.
- You will, in all respects, be governed by the rules and regulations, code of conduct applicable to your category of employees from time to time.
- You will devote full time to the work of institute and will not engage in any business profession or employment, whether full or part time or undertake any direct/indirect business or work, honorary or otherwise, during your employment without the specific written approval of the organisation in this regard.
- That you shall not, at any time work against the interest of the organisation or otherwise act, in the manner which may adversely affect the interests of the organisation. You shall work conscientiously in the interests of the management and shall utilise your ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct for which the management shall be competent to terminate your services.

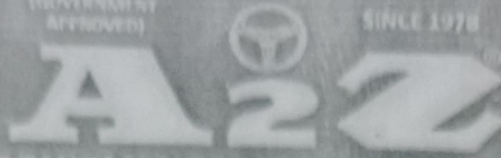
- **Secrecy:** You will not disclose to any person who is not supposed to know and / or who is not connected / concerned with the business of the organisation, either by giving out by word of mouth or making or causing to be made copies or otherwise, the particulars or details of business secrets or processes, technical know-how, administration and/or organizational matters, financial projections, target details, fee policies, marketing and advertisement plans, market surveys, data and reports, computer software's and passwords pertaining to the business of organisation (the "confidential information") which may be your personal privilege to know by virtue of being in the employment of the organisation at a critical and sensitive position.

- a) You shall not directly or indirectly disclose/furnish your personal contact number/ address in any form, whatsoever, whether residence/ or give any

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Ettumanoor

(GOVERNMENT
APPROVED)

SINCE 1978



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www.a2zinstituteofheavyequipments.com | 9387419519



AKASH KUMAR

HR ASSISTANT

EMP ID : 549-OS

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BLOOD GROUP : O+VE

ANJANA PRASAD
9048811371

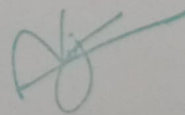
Dear
Ms.ANJANA PRASAD

It gives us immense pleasure in inviting you as the BUSINESS DEVELOPMENT EXECUTIVE. We believe that corporate grow and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into its future. We therefore believe that all our trainees are truly our ASSOCIATES in our road to the big future. We are happy that you are one such associate joining us in our efforts to create a truly global organization. We are pleased to inform you that you have been offered a Business Development Executive post.

You will be on probation for a period of one Week and would be confirmed up on successful completion of your probation based on your performance. Your association and employment will be governed by the various Associate related policies and guidelines of the organization. The company has the full power to cancel your probation period if you are against the terms and conditions of the company. Company provides food and accommodation.

You will be trained in Accounts, Ware housing, Front office, Back office, Psychology, Spoken English, Marketing, Sales, Administration, Human resource, Customer relationship, Personal management, Team management, Office management.etc.

We would have the offer open till 12-04-2024 and prefer you to join us on 11-04-2024. This Appointment Letter is valid, subject to background check as applicable/reference check/pre- Employment verification.



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(YOU SHOULD REPORT ON OR BEFORE 09:00AM IN THE ADDRESS GIVEN BELOW; WITH YOUR RESUME ,PASSPORT SIZE PHOTO,ONE ORIGINAL ID PROOF FOR VERIFICATION, SHOES, DIARY, COMPULSORY AND LUGGAGES FOR MINIMUM ONE MONTH[official].

(Please return the signed duplicate copy of this letter as an acknowledgement.)

Your association with INFO WISE will be governed by the terms and conditions of the independent distributor offer; it will be also guided by the core values and beliefs of our organization. While welcoming you to INFO WISE we are confident that you will contribute to the organization and pursue its values of "LIVE YOUR DREAM. MAKE A DIFFERENCE".

Sincerely For,

INFO WISE

ABHILASH G

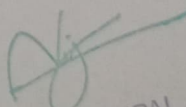
(BRANCH MANAGER) PH no: 8592088602

2ND FLOOR , SAIT TOWER
BEACH ROAD, CHINNAKADA
OPP.ORGINAL HOTEL
KOLLAM-691001

infowisehr001@gmail.com

WEBSITE : www.teaminfowise.com




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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

INFO WISE 2 nd FLOOR,SAIT TOWER,BEACH ROAD, CHINNAKADA,
OPPOSITE TO ORGINAL HOTEL,KOLLAM-691001

www.teaminfowise.com

infowisehr001@gmail.com

8592088677,
8592088602

Ref: HR/JUL/24/A3/62762318/60700634/1001673844

Date: 08 July, 2024

Mr. Amal Vijayakumar
Midayikkunnam PO Thalayolaparambu
Amal Nivas
Midayikunnu 686605
Kerala, India

Dear Mr. Amal

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DMIT in Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Kochi, Kerala**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 15 July, 2024.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,319/- (Rupees Twenty Five Thousand Three Hundred Nineteen Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Variable Pay Incentive: In addition to the aforementioned Fixed Pay, you shall be entitled to participate in the performance-based Incentive scheme linked to resultant performance of individual, team, location, and business unit. It will be based on predetermined performance metrics and reviewed periodically. The specific incentive schemes / plans of the Company are discretionary, subject to amendment or withdrawal, with or without notice. The transfers, reassignments, or changes in role may lead to change in structure and eligibility for the applicable schemes. Further, the Company may deem an employee ineligible for participation in any incentive schemes, even with retrospective effect, who has or may have committed any illegal, fraudulent, or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the sole discretionary interpretation of Reliance.

3. GENERAL:

Reliance Retail Limited

CIN: U01100MH1999PLC720563 Phone: +91 22 35553800

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EMPLOYEE AGREEMENT BOND

This agreement made at DOLPHIN RUBBER INDUSTRIES on the day of
JULY 15, 2023, between DOLPHIN RUBBER INDUSTRIES a Proprietorship
Company registered in KERALA, having its primal office at INDUSTRIAL
DEVELOPMENT PLOT, POOVANTHURUTHU, KOTTAYAM, KERALA hereinafter
referred to as the Employer.

and

Mr. Abin Rajesh, Indian Inhabitant/s / Non-Resident Indian/s, currently residing at
hereinafter referred as Employee.

The employee shall be bound to agree and abide by all the terms and conditions
specified hereinafter and all other rules that may be framed by the employer
periodically during the employment period of the employee.

Employee's job title / position: Sales Trainee

Job location : Poovanthurthu, Kottayam

Duties and responsibilities:

As the job role mentioned in the offer letter, the employee is required to perform the
duties and responsibilities assigned by the employer according to the job role
designed by the employer which will be shared upon acceptance of the job offer,
also any other duties that may arise periodically, or assigned to the employee, and
are related to the employment of the employee.

BOND PERIOD:

The first 6 months of employment shall be considered as the bond period. During
this period employee is expected not to terminate their employment for any reasons

Salary Scale (on monthly basis): Rs.12000/-

Working Schedule:

Normal working days: Monday to Saturday.

Days off: Sunday and national holidays.

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KERALA TRAVELS

INTERSERVE LIMITED

A seamless journey of care and trust.



03/10/2024

To,
Ms. Ayana Jose
KTIL/2024-25/E-TRV 117
Front Office Executive cum Admin Assistant
Kerala Travels Interserve Ltd.
Trivandrum - 695010

Sub: Confirmation Letter as Front Office Executive cum Admin Assistant

Dear Ms. Ayana,

As you are aware, your appointment to the Company was subject to a probation period of 3 months.

Considering your performance during this period, we are pleased to inform you that your service is being confirmed as Front Office Executive cum Admin Assistant, effective 01st October 2024 on a monthly CTC of Rs. 19,250 (Rupees Nineteen Thousand Two Hundred Fifty only); all other terms and conditions of employment will remain same as mentioned in your Offer Letter. Please find the salary breakup details along with this letter.

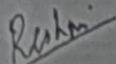
Please accept our sincere congratulations on this well-deserved recognition of your efforts; we look forward to your excellent work contributions and work commitment.


Wish you the very best for a rewarding career with Kerala Travels Interserve Ltd.

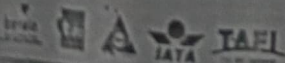
Please sign the duplicate copy of this letter as a token of acceptance of the same.

Sincerely,

For Kerala Travels Interserve Ltd.,


Reshmi Kurup
Manager - HR & Admin


Received
Principal
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Corporate office : Yaathrika, Vellayambalam, Thiruvananthapuram - 695 010, Kerala, India
☎ +91 471 4021630 ☉ www.keralatravels.in ☉ Info@kinterserve.com

Thiruvananthapuram • Kollam • Kochi • Kozhikode • Pathanamthitta • Chennai

LINE 1463040811999PLCO13073



INFINITE POSSIBILITIES. ONE FAMILY.

APPOINTMENT LETTER

06 May 2024

Bibin Joseph
Kombanal, Ramapuram Bazar PO
VTC Vellilappaly
Sub District Meenachil, Kottayam
Kerala

Dear Bibin,

Reference to your application and the subsequent interviews you had with us, we are pleased to appoint you in our services w.e.f. 06 May 2024 at Kottayam location on the following terms and conditions:

1. DESIGNATION : Sales Executive – Retail Bakery
2. BAND : I (ONE)
3. EMOLUMENTS : You will be eligible for the following emoluments

Salary Components	Amount (Rs.) Per Month
Basic Salary	Rs. 18,000/-
HRA	Rs 7,200/-
Other Allowance	Rs. 14,600/-
Provident Fund contribution by Company	Rs. 2,160/-
Gratuity contribution by Company	Rs. 866/-
Fixed CTC Per Month	Rs. 42,826/-
Fixed CTC Per Annum	Rs. 5,13,910/-
Sales Incentive Plan (Per Annum)	Rs. 77,086/-
Mediclaime Insurance Policy Premium per Annum (approx.)	Rs. 4,500/-
Cost To Company per Annum	5,90,996/-

Please Note:

- Your salary would be governed as per Indian Income Tax Law.
- *Your Sales Incentive will be subject to the Company Policy and your performance.

Rich Products & Solutions Private Limited

Registered Office : Plot No. J-177, Pimpri Chinchwad Industrial Area, M.I.D.C., Bhosari, Pune - 411 026, Maharashtra, India
Tel: (91-20) 3068 1102 | Email: rpspl@rich.com | Website: www.rich.in CIN: U15549PN1994PTC015847

HP Plant: Plot No. 254/215/8/1&2/1, Village Ogli, Nahan Road, Kala Amb, Distt - Sirmour, Himachal Pradesh - 173030. Tel: (91) - 7807848169
Mumbai HO : Fairlink Centre, 7th Floor, Behind Monginis Cake Factory, Off New Link Road, Andheri (W), Mumbai - 400 058. Tel: (91-22) 42313500

LETTER OF OFFER

Ms. CHANDANA S SURESH

With reference to your application and the subsequent interview you had with us we take immense pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: TRAINEE (HR EXECUTIVE)

Date of Joining: 06th AUGUST 2024

You will be further introduced to six levels of our Training Program. Each level is designed to teach you all the aspects of Administration i.e. Data Management / Record Maintaining / Human resource development. During the training period you will be paid 15000/- per month. We encourage an open environment conducive to active learning and participation. Do not hesitate to ask any relevant questions that might help you in your development. Trainee shall ensure that ELIXIRON CORPORATION Intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any damages, in case trainee leave within 6 months of training. The trainee needs to serve the notice period for at least TWO Month Before leaving. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ELIXIRON CORPORATION. Misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above-mentioned rule will attract a penalty and termination. Wishing you a successful journey.



ROSHINIR
BUSINESS HEAD

TRIVANDRUM, CALICUT, COIMBATORE, TRICHY, COCHIN, MYSORE, CHENNAI
ELIXIRON-INTC 222443, KAMAL BUILDING, 3RD FLOOR, SHANKAR ROAD,
SASTHAMANGALAM, TRIVANDRUM, KERALA 695018



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MANGALAM COLLEGE OF ENGINEERING
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CADD Centre Training Services

2nd Floor, Cappil Building, Opp. Municipal Stadium, Pala, Kerala 686575
Phone: 04822-200961, 9656677555. E-mail: kl.pala@caddcentre.com

CADD CENTRE

Skills Driven. Job Led

Ref: CCTS/PALA/2024-25

09-04-2024

To,

DEVIKA PRASANTH

Kochuprambil(H)

Velloor P O

Kottayam

APPOINTMENT LETTER

Dear Ms. Devika Prasanth,

With reference to your application and the subsequent interview with us, on behalf of the management of Future Techsmith Pvt. Ltd., I am pleased to offer the post of **BUSINESS DEVELOPMENT MANAGER**, on the following terms and conditions given in Annexure-1 & 2 attached with forms an integral part of this appointment letter.

Date of Joining: Please report to Mr. Ananthu A S, Managing Director, Future Techsmith Pvt. Ltd. 2nd Floor, Cappil Building, Opp. Municipal Stadium, River View Road, Pala - 686575, before **9.00 am on 10-04-2024** with this letter of appointment in original. If you fail to join services on the said date please consider this offer as withdrawn with immediate effect.

Salary: Your Annual Total Employment Cost to the company will be Rs.2,53,500/- (Rupees Two Lakhs Fifty Three Thousand and Five Hundred only) per annum, the details of which are given in Annexure 2. Basic pay of Rupees Ten Thousand only per month.

Home Office, Deputation and/or Transfer: You will be an employee of Future Techsmith Pvt. Ltd., Pala, which will be considered to be Home Office. Future Techsmith Pvt. Ltd. may at its sole discretion utilize your service at any other of its branches, or depute you for services to any other organization. Your additional compensation if any for such services is given in Annexure 2.

Probation and Confirmation: You will be on Probation for a period of three months inclusive of your Pre Training period of fifteen days. On completion of your probation you are required to submit a self appraisal report. Based on your report and the management's evaluation of your services during the probation period, your services will be confirmed or terminated at the sole discretion of the management.

Notice Period: You will be required to serve for a minimum period of one year including the probation period. For a service period between one and two years a notice period of 60 days is required to be given and for a service period beyond two years a notice period of 90 days is required



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Annexture 2

Salary

Name : Devika Prasanth

Position : Business Development Manager

- Conveyance Allowance** – For Bike Rs.4/- (Rupees Four Only) per running KM and for Car Rs.8/- (Rupees Eight Only) per running KM will be paid for travel on official duty sanctioned in advance by your reporting authority in writing only if conveyance is provided by you. Post travel sanction will be sole discretion of your reporting authority. Running KM will be calculated as the shortest distance as per GOOGLE MAPS from your HOME OFFICE to the destination. This will in addition to Conveyance Allowance given in your Salary.
- Mobile Allowance** – If you are in Sales wing, You will be provided a Post paid SIM or a Mobile Allowance in your Salary. You should be available on the same 24 hours a day. In case a mobile phone with sim card issued, you must return it without any damage at the time of resignation or whenever required.
- Performance based Incentive**

Basic Salary	10000 * 12	120000
Salary Increment in every six months.	500 * 6	3000
Incentive (3% of Collection) Min of 50 K Achieved / Month – 15 Lak 12 Months	3000 * Rs.24 Lakh	72000
Outside demo presentation(30 participants)	200 no.s * Rs.100	20000
CADD Quest(50 per student)	200 no.s * Rs.50	10000
CQ(100 nos)	100 * Rs.100	10000
Database Collection 2 Rs per new data	2 Rs * 3000 no.s	6000
Activity (NDC, Engineeria, Career Cracker) – Min 50 in centre	1000 Rs * 10 Activity	10000
Seminar & Workshop(In house)50 per student(for team)	50 * 50	2500
Total Salary (CTC Part)		253500

Total CTC = 120000 + 133500 = Rs. 2,53,500/-
(Two Lakhs Fifty Three Thousand and Five Hundred Only)

For Future Techsmith Pvt. Ltd:

[Signature]

Ananthu A S



[Signature]

STRICTLY PRIVATE & CONFIDENTIAL

13-05-2024

Davis Baby
Paingalam Parambil, Kunnonni PO,
Poonjar Nadubhagam, PO:Poonjar,
Thekkekara, Dist:Kottayam, Kerala,
Kottayam - Kerala
686582

Dear Davis Baby,

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Sales Officer CASA : Retail Banking** in YES BANK at **Aluva**. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

1) Compensation

Your Gross Annual Total Fixed Pay will be **₹3,00,000 (Three Lakh Indian Rupees Only)**, paid on the last day of each month. The Break-up of your compensation and details is attached as Annexure I & II. Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a Variable Pay Program/ Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the Bank.

Your salary is confidential and should be discussed only with your Functional Head and Human Capital Management Department.

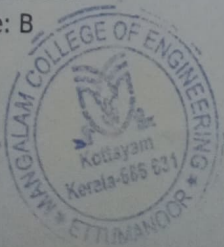
2) Hours of Work

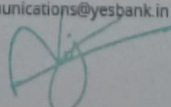
Actual hours may vary and will be subject to change from time to time; depending on the nature of your work and the department you work in. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. You should discuss details on specific working hours with your Functional Head/ Leader.

Registered & Corporate Office: YES BANK Limited, YES BANK House, Off Western Express Highway, Santacruz (East), Mumbai - 400055 Tel: +91 (22) 5091 9800 / +91 (22) 6507 9800 Fax: +91 (22) 2619 2866
Website: www.yesbank.in Email: communications@yesbank.in CIN: L65190MH2003PLC143249

Davis Baby : 1239527

Template Code: B




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor

OFFER LETTER

26th August 2024

Dear Georgi K Samson

NoBroker is India's First PropTech Unicorn and an integrated player providing end-to-end solutions in the Real Estate Industry. We provide various core and allied services to the customers in following areas:

- Core Real Estate
- Financial Services
- Home Services
- Society Management

We have disrupted the Real Estate industry by removing the middlemen from the transaction and in-turn, are saving money for our customers.

As we continue to grow, we are looking for like-minded people who can join our team, share the growth and be part of our culture of innovation. Further to our discussion, we are pleased to invite you to join our team as a "Executive - Talent Acquisition". Head office of the company is situated in Bengaluru, India.

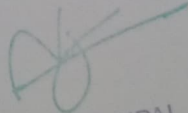
Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort to performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

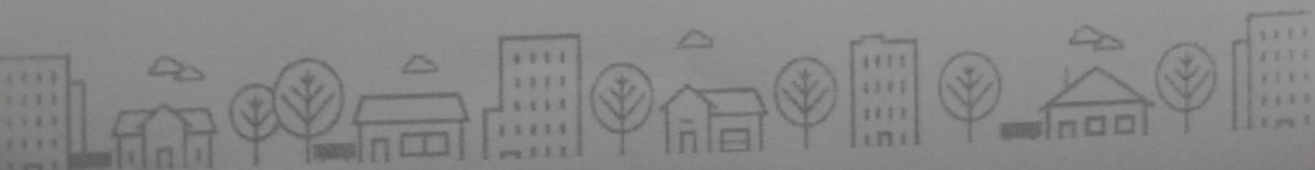
COMPENSATION & BENEFITS

You are entitled to monthly stipend of INR.12,000 & an additional monthly IT infra allowance of INR.2000/- per month.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





Job Offer

1 message

<hr@myg.in>

To: geomonjoy@gmail.com

Wed, 23 Feb 2024 at 11:11

Dear Geomon Joy ,

Greetings from my GI

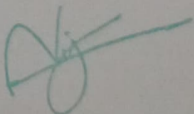
We are pleased to extend the following offer of Trainee to you on behalf of myG. You have been selected as the best Trainee candidate for the HR INTERN-COCHIN at HR & ADMIN. Congratulations!

During the period of affiliation you will be entitled to receive a stipend(₹5000). You are requested to respond your acceptance by clicking here.

For my G,

HR Department




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Job Offer

1 message

HRAAdmin Cochin <cochin.hradmin@mgdealer.co.in>

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

Cc: Jaimol_Accounts_Ktm-Nissan <accountsmanager.ktm@evmniissan.co.in>, PRASHEEJ N <prasheej@evmgroup.co.in>, Head HR - EVM Group <headHR@evmgroup.co.in>, Jimmy Jose <jimmyjose@gmail.com>, Anil C <shahin.alex@mgdealer.co.in>, Saleshead Kottayam <kottayam.saleshead@mgdealer.co.in>

Mon, 8 Apr, 2024 at 5:44 pm

Dear Mr.Hamza Muhammed Mether K M ,

With reference to your application and subsequent interview we had with you, we are pleased to offer you the post of **Cashier - (Accounts Department)** in **Coastline Garages India Private Ltd - MG Kottayam**. Your monthly gross remuneration will be **Rs. 12,000/- (Rupees twelve thousand only)**. You may complete your joining formalities on **09-04-2024**.

You shall be issued a letter of appointment later on with terms and conditions laid down for the employment for the said position in our organization.

On joining you will be required to furnish:

1. Copies of certificates in support of your educational qualifications (X, XII, UG, PG)
2. Certificates in support of your work experience.
3. Relieving letter/ NOC/ Salary slip from the previous employer.
4. Passport size photo 6 copies. (Recently taken photo)
5. 1 copies of each ID proof (Aadhar, Driving License, PAN card, Voter ID) - 1 Sets
6. PF UAN, if you already had in your previous company.
7. Your bank account details (A/c No, IFSC, Branch)

We welcome you to EVM Group and request you to reply to this mail as a token of your acceptance of the offer letter and confirm the date of joining.

Thanks & Regards,

Joseph Paul C

Manager - HR

Coastline Garages India Pvt Ltd. Cochin

Email: cochin.hradmin@mgdealer.co.in

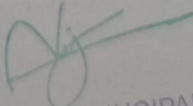
Mobile: +91-8111880627



MORRIS GARAGES

Since 1924




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Ettumanoor

Administrative Office:

Madaparambil Chambers,
Muvattupuzha-686661
Ernakulam (Dist.), Kerala,
India.



METROLLA STEELS PRIVATE LTD

An ISO 9001 Certified Company

MSL/Placement 2024/29.02.2024

To,
Mr. Joyal Sabu
Poovathummoottil (H)
Valook Indiranagar (P.O)
Kozhikode -673506

Subject: Letter of Appointment for Marketing Executive

Dear Joyal Sabu

We are happy to invite you to join Metcon Marketing team as **Marketing Executive** with effect from 01/March/2024.

1. There will be a probation period 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 ₹30,000 per month. You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
3. Job description includes field visit, Interaction With Masons, Contractors, Architects, Engineers, Builders, Customers in assigned geographic areas.

For Metrolla Steels Private Limited

(HR Department)



(Signature)

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Factory:

Pezhakkappilly P.O, Paipra, Muvattupuzha-686674,
Ernakulam (Dist.), Kerala, India.

Tel: 9447065360

E-mail: metcon@gmail.com

Web site: www.metconindia.com



JobOffer

Imessage

<hr@wespoacademy.in>

To: joshmijoseph@gmail.com

Wed, 15 Jan 2024 at 11:01 am

Dear Joshmi Joseph,

Greetings from Wespo Academy!

We are pleased to extend the following offer of Trainee to you on behalf of Wespo Academy. You have been selected as the best Trainee candidate for the HR & ADMIN. Congratulations!

During the period of affiliation you will be entitled to receive a stipend(12000). You are requested to respond your acceptance by clicking here.

For Wespo Academy,

HR Department




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MANGALAM COLLEGE OF ENGINEERING
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Ref: 025-CDR/03292/24

SIVAGANGAI - AUDIT

Mr. JOSSUKUTTY ALOYSIUS(MF73314)
VADAKKEPARAMBIL HOUSE
VALCHIRA, KADUTHURUTHY P.O
KOTTAYAM

Date:15/03/2024

686604

Sub: LETTER OF APPOINTMENT

With reference to your application dated 30/01/2024, and subsequent interview you had with us, we are pleased to appoint you in our organization as JR.AUDIT EXECUTIVE (GOLD) with effect from 18/03/2024 on the following terms and conditions:

1. You will be appointed on contract for a period of one year 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 a consolidated salary of Rs.16,750.00 (Rupees Sixteen Thousand Seven Hundred Fifty Only) per month during your period of contract including all allowances.
3. If you desire to withdraw your placement, you shall give thirty days notice or thirty days 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. 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 thirty days 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.
7. You will work in the Section/ Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly/paid holidays whenever called upon to do so depending on exigencies of work of the organization.
8. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/ branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.



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Juhi Ann Mary George
Juhiann027@gmail.com
+91 9207457125

17 October 2024

Dear Juhi,

PRINCIPLE STATEMENT OF TERMS AND CONDITIONS OF YOUR INTERN PLACEMENT

Please accept our warm welcome to 6D Technologies.

This document outlines the Terms and Conditions which apply to your Internship as **Intern – HR Executive** with 6D Technologies.

1. The commencement date of your intern placement is **21-October-2024**.
2. Your intern placement will be ending on **21st November 2024** or will come to a logical conclusion at the end of your training period and necessary assessments. We expect you to execute your duties to the best of your abilities during this internship.
3. Your work base will be Trivandrum office, however 6D Technologies reserves the right, with appropriate consultation with you, to change your work location.
4. Your expected working hours will be 45 hours per week Monday to Friday. The organization may require you to vary the pattern of your working hours if required on a temporary or permanent basis should the needs of the post require this (for example, meetings, calls, contact with customers or external bodies).
5. You will be subject to the terms and conditions as agreed and amended from time to time by 6D Technologies, as outlined in any of its policies, procedures, handbooks and other relevant documents.
6. If 6D Technologies makes an overpayment to you to which you are not entitled, or is more than that to which you are entitled for whatever reason, you agree to allow 6D Technologies to recover the overpayment by deductions from your salary or other payments due to you. Any deductions will normally be made over the same period that the overpayment was made.



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Six DEE Telecom Solutions Private Limited
#26, J. P. Nagar 3rd Phase, Bannerghatta Road, Bengaluru – 560 076 INDIA

Tel: +91 80 4048 5959, 4131 1200 / 300

CIN: U51909DL2002PTC116305 | www.6dtechnologies.com

July 25, 2024

Ms. Kiran K Kuttappan

Dear Kiran K Kuttapan

OFFER OF EMPLOYMENT

This has reference to your application for employment with our company and subsequent interviews that we had with you recently. Based on the same, we are pleased to offer you employment as **Trainee-Forex (Band- 1A)** in our Organization.

1. You will be paid a stipend of **Rs. 13,000/- (Rupees Thirteen Thousand only)** per month.
2. You shall join **Corporate Office** of the company on or before **July 29, 2024**.
3. Your services are, however, transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. [®]
4. You will be on probation for a period of **One Year** from the date of joining and confirmation in service will depend on your performance during the probation period.
5. You are required to submit the following documents at the time of joining the company

- **Copy of Education Certificates- 10th, 12th, Degree Certificate, Post Graduation**
- **Photographs- 3 Nos**
- **Copy of Aadhar card and Pan card**
- **Copy of Bank Account (pass book or cheque)**



[Signature]
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Indel Money Limited (Formerly known as "Indel Money Private Limited")
Corporate Office
Indel House, Changampuzha Nagar, South Kalamassery P.O
Ernakulam, Kerala, India, PIN: 682033
customer@indelmoney.com, www.indelmoney.com

Registered Office
Office No.301, Floor No 3, Sai Arcade
N.S.Road, Mulundu West, Mumbai - 400080

CADD Centre Training Services

2nd Floor, Cappil Building, Opp. Municipal Stadium, Pala, Kerala 686575
Phone: 04822-200961, 9656677555. E-mail: kl.pala@caddcentre.com

CADD CENTRE

Skills Driven. Job Led

Ref: CCTS/PALA/2024-25

09-04-2024

To,

KARTHI KRISHNA

Vadakkeputhettu

S H Mount P O

Kottayam

APPOINTMENT LETTER

Dear Ms. Karthi Krishna,

With reference to your application and the subsequent interview with us, on behalf of the management of Future Techsmith Pvt. Ltd., I am pleased to offer the post of **BUSINESS DEVELOPMENT MANAGER**, on the following terms and conditions given in Annexure-1 & 2 attached with forms an integral part of this appointment letter.

Date of Joining: Please report to Mr. Ananthu A S, Managing Director, Future Techsmith Pvt. Ltd. 2nd Floor, Cappil Building, Opp. Municipal Stadium, River View Road, Pala - 686575, before **9.00 am on 10-04-2024** with this letter of appointment in original. If you fail to join services on the said date please consider this offer as withdrawn with immediate effect.

Salary: Your Annual Total Employment Cost to the company will be Rs.2,53,500/- (Rupees Two Lakhs Fifty Three Thousand and Five Hundred only) per annum, the details of which are given in Annexure 2. Basic pay of Rupees Ten Thousand only per month.

Home Office, Deputation and/or Transfer: You will be an employee of Future Techsmith Pvt. Ltd., Pala, which will be considered to be Home Office. Future Techsmith Pvt. Ltd. may at its sole discretion utilize your service at any other of its branches, or depute you for services to any other organization. Your additional compensation if any for such services is given in Annexure 2.

Probation and Confirmation: You will be on Probation for a period of three months inclusive of your Pre Training period of fifteen days. On completion of your probation you are required to submit a self appraisal report. Based on your report and the management's evaluation of your services during the probation period, your services will be confirmed or terminated at the sole discretion of the management.

Notice Period: You will be required to serve for a minimum period of one year including the probation period. For a service period between one and two years a notice period of 60 days is required to be given and for a service period beyond two years a notice period of 90 days is required



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HO/HR/TA/221874620

Date: 22/04/2024

Ms. Lakshmi sabu,
Thekkethara (h), Chempu p.o Vaikom, Kottayam, Kerala, 686608

Dear Ms. Lakshmi sabu,

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. 425000.0
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.

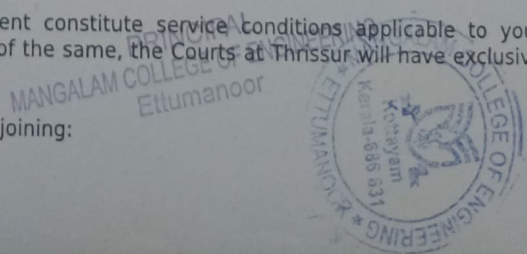
Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

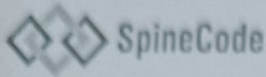
Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

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 Thiruvananthapuram will have exclusive jurisdiction.

You are requested to submit the below documents at the time of joining:





08-06-2024

Ref_SCLLP/EmP/08062024-002

Ms. Meera Biju,
Eattackal House,
20th Mile, Ponkunnam P O
Kottayam - 686506

Employment Contract

Dear Meera,

With reference to your application and subsequent interviews, we are pleased to appoint you as **"Sales Coordinator & Admin"** at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

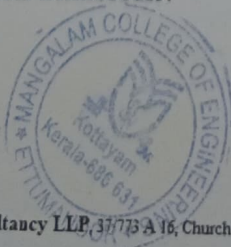
Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

2. Joining Date

You are requested to report on **17th June 2024**, tentatively at **10:00 am**, **SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020**

3. Probationary Period

- a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.
- c) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.



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HO/HR/TA/221882620

Date:23/04/2024

Ms. Merin Sara Abraham ,
Araniyil, Meenadom PO Kottayam , Kottayam , Kerala, 686516

Dear Ms. Merin Sara Abraham ,

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. 425000.0
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.

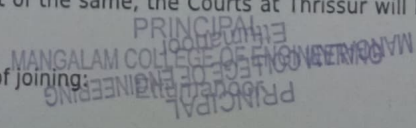
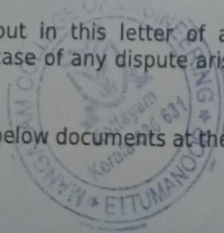
Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

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 submit the below documents at the time of joining:





PRIVATE AND CONFIDENTIAL

12/05/2024

Mary Ashmy Antony,

Offer Letter with Terms and Conditions

Issued by: SGS Private Limited

Dear Mary Ashmy Antony,

As per the qualification required for the opening (minimum 10+2 or equivalent) and after the interview process, you have been found suitable for the job. We are pleased to offer you the position and designation specified in Annexure A (Detail of Monthly and Annual Cost to the Company), on the following terms and conditions:

1 Date of Commencement

You have to report for joining the Company no later than **13/05/2024** or else this Offer Letter shall stand automatically cancelled without any liability upon the Company. You shall inform us in reasonable advance in case you are unable to join on the date due to some reasonable cause and we shall, at our sole discretion, decide to extend your date of joining or cancel the offer. Joining Date will be the date of commencement of your employment in Company. On the Joining Date, you shall report to the Site Business HR/ Recruitment Team in the Company office mentioned in **Annexure A** (Detail of Monthly and Annual Cost to the Company), or virtually, as may be communicated to you.

2 Location / Transferability

You will work from Company office at **Cochin** ("Work Location") specified in Annexure A (Detail of Monthly and Annual Cost to the Company). However, Company may ask or allow you to work remotely (that is from your place of residence) within the city of Work Location. At the discretion of the Company, you may be allowed to move to another city within India. However, the Company shall have the right to ask you to return to the Work Location at any time. While working remotely, you shall also abide by all the Company policies related to remote working.



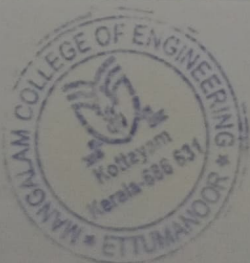
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**SUTHERLAND****Annexure A:** Detail of Monthly and Annual Cost to the Company**Annexure B:** Confidentiality, Intellectual Property, Non-Solicitation and Non-Compete Undertaking (duly signed)**Annexure A****Detail of Monthly and Annual Cost to the Company**

Name of the Employee Mary Ashmy Antony
Joining Date 13/05/2024
Designation Associate-CS Internet
Level Level 1

Components	Rs. Per month	Rs. Per annum
FIXED PAY		
Basic Salary	7,729	92,750
House Rent Allowance	3,865	46,375
Bonus	2,133	25,592
Special Allowance	6,185	74,224
Gross Salary (A)	19,912	238,941
STATUTORY BENEFITS AND INSURANCE (B)		
Employer's Contribution to PF	1,800	21,600
Gratuity	372	4,459
CTC (A + B)	22,083	INR 265,000.00
Net Salary (Gross-PF-ESI)	17,962	215,549
Potential Earning (Net Salary + PBI)	17,962	215,549

Insurance	Sum insured under Accident Insurance - Rs. 500000/-, Mediclaime is Rs. 200000/- for Self, Group term Life Insurance coverage of - Rs. 500000/-.
Gratuity	Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continuous service with Sutherland and payable at the time of Final Settlement of Accounts.
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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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

RANGAMANI & CO.
CHARTERED ACCOUNTANTS

E-mail: info@rangamani.com
Phone: (0484) 4034486
1st Floor, Aptech Building
Pentacoast Mission lane
Ambelipadam Road,
Vytilla, Kochi - 682 019

This Employee Agreement (referred to as Agreement) is entered into on April 03rd 2024 by and between Rangamani & Co (Firm) and Mahima C. Madhu, (Employee) residing at Cheruvazhakunnel House, Chellackadu P. O. Ranny, Pathanamthitta, PIN - 689677.

The Firm is involved in the profession of Chartered Accountancy and carries on work relating to audit, tax and consulting.

The Employee shall be hired by the firm as a "Full time Employee" as per the following terms of employment (Terms)

1. The employee shall be hired by the Firm on a full time basis from April 03rd 2024.
2. The standard working hours of the Firm shall be Monday to Saturday 9.30 am to 5.30 pm. The standard working hours of the client shall be applicable when the employee is on client visit for audit / any other assignment
3. The employee shall be hired as "Assistant- Audit"
4. The employee shall be hired on a Probation for a period of 3 months and on successful completion of the probation period, the employees services shall be confirmed.
5. The employee shall be paid a remuneration of Rs. 12,000/- per month that shall be subject to revision during annual appraisal.
6. The Firm shall reimburse to the employee, all reasonable expenses incurred in connection with the work of the firm in accordance with the policy of the firm.
7. The location of work place shall be our office at Ernakulam with visits to client offices or other branch offices as and when needed.
8. The employee at all times maintain high level of secrecy regarding the firm and its clients and shall not disclose any information relating to the firm and its clients including the fees charged without prior written consent from any one of its partners.
9. The employee shall not sign any document on behalf of the firm
10. The employee shall not use the common seal without the consent of the partner.
11. The employee agrees to take due care all the firm assets used by him/her during the course of the service with the firm.



PRINCIPAL
RANGAMANI & CO. CHARTERED ACCOUNTANTS
ERNAKULAM



Job Offer

1 message

<hr@myg.in>
To: mathewsfredyk@gmail.com

Wed, 21 Feb 2024 at 10:57 am

Dear Mathews K Fredy ,

Greetings from myG!

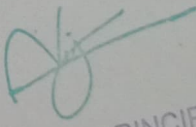
We are pleased to extend the following offer of Trainee to you on behalf of myG. You have been selected as the best Trainee candidate for the HR INTERN-COCHIN at HR & ADMIN. Congratulations!

During the period of affiliation you will be entitled to receive a stipend(₹5000). You are requested to respond your acceptance by clicking here.

For myG,

HR Department




PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Ref: HR/JUL/24/A3/62762499/60819454/1001687104

Date: 30 July, 2024

Mr. Niyas A p
Thalakkottil house
Kavanur
Kavanur 673639
Kerala, India

Dear Mr. Niyas

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DMIT in Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Kochi, Kerala**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 19 July, 2024.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,319/- (Rupees Twenty Five Thousand Three Hundred Nineteen Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Variable Pay Incentive: In addition to the aforementioned Fixed Pay, you shall be entitled to participate in the performance-based Incentive scheme linked to resultant performance of individual, team, location, and business unit. It will be based on predetermined performance metrics and reviewed periodically. The specific incentive schemes / plans of the Company are discretionary, subject to amendment or withdrawal, with or without notice. The transfers, reassignments, or changes in role may lead to change in structure and eligibility for the applicable schemes. Further, the Company may deem an employee ineligible for participation in any incentive schemes, even with retrospective effect, who has or may have committed any illegal, fraudulent, or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the sole discretionary interpretation of Reliance.

3. GENERAL:

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35563800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
Website: www.relianceretail.com | E-mail: retail.secretariat@ril.com

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

OFFER CUM APPOINTMENT LETTER

To,

June 29, 2024

Ms Noora Aji
Parayil, Thrikkodithanam P O
Kottayam

We Lifestyle International Pvt Ltd are pleased to issue this Offer cum Appointment Letter to you for the position of Management Trainee at grade A5-1 / Executive at Thoppumpady-Cochin-Max, India.

1. Acceptance

Your appointment is effective from 01 Jul 2024. Unless otherwise agreed in writing, this Offer stands automatically withdrawn if you do not report on the said date.

2. Place of Employment & Nature of work

Your place of employment will be Thoppumpady-Cochin-Max. The Company has the right to transfer your services to any of its offices/units/divisions at any location in India or depute you to any of its group companies existing or to be set up in future.

3. Compensation & Benefits

3.1. You will be eligible to receive an annual gross potential earning of INR. 500000/- (Five Lakh) as detailed in Annexure I, subject to all lawful deductions. Other perquisites and benefits applicable to your grade will be as per the Company's policy in force as updated from time to time.

3.2. Your compensation is strictly confidential, and you are expected to always keep it private. Should a need arise, you may only discuss it with your manager or HR SPOC.

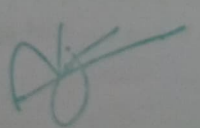
3.3. The Company has the right to deduct from your salary any sums that you owe to Company, including without limitation, any over-payments or loans made to you by Company or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and/or losses suffered by Company as a result of your negligence or breach of the terms contained in this Offer/Company's Policies and Procedures, or your failure to return Company's property.

4. Insurance

You will be covered under the Company's insurance policies as applicable to your grade subject to rules of the Company in force from time to time. You may contact your HR SPOC for details.

5. Provident Fund

You will be covered under Employees' Provident Fund Scheme, which will be governed by the Employees Provident Funds and Miscellaneous Provisions Act, 1952.


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettimanoor

Lifestyle International Pvt. Ltd
Max Retail Division,
77* Town Center, Building No.3, West Wing,
Off HAL Airport Road, Yamlur P.O
Bangalore - 560 037
Phone: +91 (80) 41796565
Fax: +91 (80) 41528349
(CIN - U52190KA1997PTC046875) Page 1 of 8

PROVISIONAL OFFER LETTER

Dear NIMMY P MADHU,

Date: 03-04-2024

Congratulations!

We are glad to inform that you have been provisionally selected for ICICI BANK Senior Officer/Relationship Manager (Post Graduate Program in Relationship Management) training with TVS Training & Services on 5th April 2024

About the training:

- The training duration is of 21 working days and it is completely delivered through Online mode.
- This is a New Age Digital BFSI training and hence it is mandatory for you to have a smart Phone/Laptop/Desktop with Internet connectivity (minimum 2Mbps).
- Upon successful completion of training and meeting the eligibility requirements (**Refer Annexure I**), you would be entitled to receive an Offer Letter for **Senior Officer Grade** (Designation: RM New Relationship / Relationship Manager) from ICICI Bank with salary (CTC) range between 2.40 lacs to 2.99 lacs per annum based on the city of posting.
- **You are requested to pay Rs. 47,200** (Forty-seven thousand and two hundred only) in favor of TVS Training & Services for your 21 days Training Program to the below mentioned bank account.

ACCOUNT NAME	TVS TRAINING AND SERVICES LTD
ACCOUNT No.	000905036215
BANK NAME	ICICI BANK LTD
BRANCH NAME	Chennai - Nungambakkam
IFSC CODE	ICIC0000009

The training will equip both knowledge & skills, required to launch yourself on a fast-track career in the rapidly-growing Banking Sector. The training is designed to build competencies in the areas of domain knowledge, application orientation, technology orientation, selling skills and customer service.

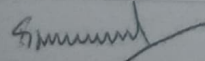
During your training period at TVS TS, as a trainee, you would be expected to abide by the rules and norms as laid down in Annexure II.

Please note that this Provisional Offer to join the program is not transferable.

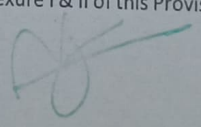
Enrolling for this training and paying training fee (part or full) shall be construed as your having read, understood and accepted all the terms and conditions as per Annexure I & II of this Provisional Offer Letter.

Wishing you a great future with ICICI BANK.

For TVS Training & Services


G Narayanamurthy
Chief Executive Officer




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TVS TRAINING AND SERVICES LTD

GST No: 33AACCH3768D12T

CIN: U74990TN2010PLC075028

No 61, Reddy Street, Vanagaram Main Road, Athipattu, Ambattur Industrial Estate, Chennai - 600058 Tel: 2613 6600

Registered Off: Jayalakshmi Estate, 29, Haddows Road, Nungambakkam, Chennai-600006 Tel:91-44-2822233

E-mail : tvsts@tvsts.com

Web : www.tvsts .com

Ms. Nimmya Thankachan

LETTER OF OFFER

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: BUSINESS ASSOCIATE
Date of Joining: 28 MARCH 2024

On your date of joining, you are required to submit the following documents to the HR Department:
Graduation degree or Third year mark sheets

Proof of residence

(Copy of passport, ration card, bank statement, license or electricity /telephone bill).

If employed earlier, then:

Last 2 salary slips.

Relieving / Resignation / Experience letter from last employer

You are required to submit the above-mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

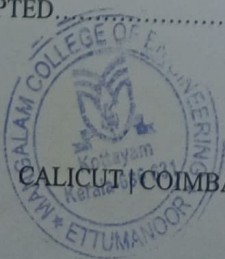
ACCERON INCORPORATION reserves the right to terminate your services in event of any absenteeism during the Training Period.

Trainee shall ensure that ACCERON INCORPORATION intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case trainee leaves within 21 days.

The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ACCERON INCORPORATION, misrepresenting company or company's channel partners or giving incorrect product information or not complying with any of the above-mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

During the training the BUSINESS ASSOCIATE will be paid on PBS Structure i.e., up to 22k depending on their performance.

ACCEPTED.....



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Krishna Sagar
Mr. KRISHNA SAGAR. S. S
BUSINESS HEAD

CALICUT | COIMBATORE | TRIVANDRUM | TRICHY | COCHIN | MYSORE | CHENNAI

Private & Confidential

HRD / Offerlr / ATS494336

Apr 08, 2024

Praveena Prasadkumar

Dear Praveena,

Congratulations!

With reference to your application and subsequently clearing the selection process, we are pleased to offer you the position of Development Mgr-Busi. Dev. in Level 2. Your initial posting will be at Thiruvalla.

We look forward to your contribution towards our Company's vision i.e. "to build an enduring institution that serves the protection and long-term saving needs of customers with sensitivity". All our employees are guided in their actions by our values, and we encourage you to exemplify and role model our Values of Customer First, Humility, Passion, Integrity and Boundarylessness.

We offer our employees a long-term career through various opportunities to learn and grow and provide a work environment that is supportive, fair and meritocratic. The three pillars of our career proposition are explained in Annexure I.

Your compensation details are mentioned below in Table I.

Table I: Compensation

Components	Monthly (in ₹)	Annual (in ₹)
Basic Salary	8,125	97,500
Flexible Compensation Plan	9,309	1,11,713
Supplementary Allowance	6,875	82,500
Minimum Statutory Bonus	583	7,000
Total [A]	24,893	2,98,713
Employer's Contribution to PF	1,800	21,600
Gratuity	391	4,687
Retirals [B]	2,191	26,287
Annual Guaranteed Pay (AGP) [A+B]	27,083	3,25,000
Conveyance Allowance	2,000	24,000
Mobile Reimbursement*	1,000	12,000



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Dear Parvathi,

Greetings from Crowne Plaza Kochi!!

We are happy to inform your selection for the position of I-Intern Crowne Plaza Kochi, under the Inter-Continental Hotels Group, one of the world's largest Hotel Companies. Our promise to provide "Room to Belong" begins from this very moment. This is a milestone for them in the Hospitality Industry.

The training commences on 2.2.2024 for 6 months. You are expected to report at 9.30 AM to the Human Resources Department. The dress code would be a White shirt, Black formal Pants, Black Tie, Formal Black Shoes & Black socks.

To ensure swift joining please bring along the following documents:

1. Aadhar card copy
2. Medical fitness certificate (Original)
3. 2 Colour Photographs
4. Police Clearance Certificate (Original)
5. NOC from college

The stipend allocated for the student is Rs 8000/- per



08-06-2024

Ref_SCLLP/EmP/08062024-003

Mr. Rashin Naushad
Thottuparambil,
Puzhavathu,
Changanassery P O
Kottayam - 686101

Employment Contract

Dear Rashin,

With reference to your application and subsequent interviews, we are pleased to appoint you as **"Business Development Executive"** at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

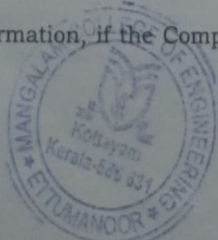
Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

2. Joining Date

You are requested to report on **17th June 2024, tentatively at 10:00 am, SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020**

3. Probationary Period

- a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.
- c) Prior to your confirmation, if the Company in its opinion is not satisfied with your



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work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

4. Compensation

Your compensation details are as stated in the table below.

Particulars	Monthly	Yearly
Basic Salary	20,000.00	2,40,000.00

You will get incentives additional as per the target

5. Working week & Leave

- The normal working days per week and working hours per day of the company are from Monday to Friday and from 9.00 A.M to 6.00 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programs and emergencies.
- Holidays would be as per the list declared by the Company from time to time.
- As an employee of the Company you will be entitled to 6 days leave on 6 months' probation period and there will be 6 days sick leave and 12 days casual leave per annum. In addition, you will also be eligible for earned leave, as per leave policy of the company. No other leave will be applicable.

6. Promotion

- Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

7. Notice Period & Termination of Employment

- Either party may terminate the agreement, for any reason or on convenience, by giving two months' notice to the other party without assigning any reason whatsoever.
- Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - By giving one month's notice or notice pay in lieu thereof if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties.
 - with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time.
 - With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.



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25 June 2024

OFFER LETTER

Dear Riya,

We are pleased to offer you a position as Business Analyst with NxtGenix Solutions Private Limited. You will be required to report for work on or before 01 July 2024 up to which date this offer is valid. Your total employment Cost to the Company will be Rs. 15,000/- (Fifteen Thousand Only) per month, effective from your date of joining the Company. This is a fixed-term position with a probation period of initial 3 months. You are required to submit a copy of the relieving letter from your previous Organization (if any) mentioning the cause of separation on your date of joining. Your employment with the company and continuance thereof is subject to your successful reference check. In case you fail to meet any of the above, this offer will be deemed canceled. You will be governed by all the rules and regulations of the company in force and as applicable from time to time. You will be entitled to an annual increment in July 2025. Based on performance, you will be eligible for annual incentives as per the Company norms. You will work from Monday to Saturday, 9.30 AM to 5.30 PM (2nd & 4th Saturday is Holiday) and you will report directly to the CEO. You are allowed to take 1 paid leave per month. Please signify your assent by signing a copy of this offer letter. Wishing you a great career and growth options with NxtGenix.

Yours sincerely,

Karthika

HR Manager



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NXTGENIX SOLUTIONS PVT LTD

CIN: U72900KL2021PTC070815 | GSTIN: 32AAHCN7952Q1ZR

DotSPACE, Ushasandya Building, Devaswom Board Jct, Kowdiar, Trivandrum - 695003

hello@nxtgenix.com | www.nxtgenix.com

ANNEXURE A

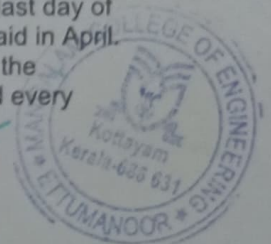
Name	Riya George Nadackal	DOJ	01- July- 2024
Designation	Business Analyst	Department	Operations

Components	Per Month (INR)	Per Annum (INR)
Basic Salary	7500	90,000
HRA	3500	42,000
Transport Assistance	2500	30,000
Other Allowances	1500	18,000
Total Cost to Company (CTC)	15,000	1,80,000

Notes

- The statutory Annual Appraisal bonus will be paid in July 2025.
- The Annual Bonus Scheme is non-contractual and paid out at the Company's discretion based on company and individual performance. Employees who joined the company on or before 30th March of the current year and are on the company rolls on the last day of March (in the year of payment) only are eligible for a Bonus and are usually paid in April.
- A variable performance bonus will be paid every quarter of the year based on the performance evaluation. The bonus will be 10% of the total business achieved every quarter.

(Handwritten Signature)



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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

NXTGENIX SOLUTIONS PVT LTD

CIN: U72900KL2021PTC070815 | GSTIN: 32AAHCN7952Q1ZR

Dotspace, Ushasandya Building, Devaswom Board Jct, Kowdiar, Trivandrum - 695003

hello@nxtgenix.com | www.nxtgenix.com

LETTER OF APPOINTMENT

Ref: TMC/HRD/TR./L.No.332

Dt.: 5 October 2024

To

Sarang S

Dear Sarang S, This has reference to your application dated 2nd October 2024 and subsequent to interview held on 3rd October 2024 we agree to offer you an opportunity for training as 'Trainee' in our Company on the following terms and conditions.

1. You will be paid a stipend of Rs. 7000 (Rupees Seven Thousand only) and a project allowance of Rs.3000 (Rupees Three Thousand only). As a 'Trainee', you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits if any, as applicable to the trainee.
2. You will have to follow all the Rules & Regulations of the company in existence, amended / added time-to-time as and when required, by the company.
3. You will be under training for a period of Three months from the date of your joining. After satisfactory completion of your training, you will be put on probation for six month. On satisfactory completion, of probationary period or the extended probationary period, as the case may be, you will be confirmed in the service of the company in writing.
4. This appointment is further subject to verification of the particulars given by you in your application form for engagement as a trainee. In case any particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
5. (a) During the training period, you will submit monthly report, reviewing your work along with your observations and suggestions.
(b) The Management will expect you to train in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
(c) You will devote your whole time to undergo training at the company and will not undertake any other direct/indirect business or work, honorary or remuneratory, expect with the written permission of the Management.
(d) You will not give to anyone, by word of mouth or otherwise, particulars or details of our process, technical know-how, or of security arrangements, or of administrative and / or



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Ettumanoor



08-06-2024

Ref_SCLLP/EmP/08062024-001

Mr. Sam Mathew Abraham
Poovelil House,
Velloor P O, Pampady,
Kottayam - 686501

Employment Contract

Dear Sam Mathew,

With reference to your application and subsequent interviews, we are pleased to appoint you as "**Business Development Executive**" at "SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020 subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of Employment

1. Posting

Your initial posting would be at Kerala region. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

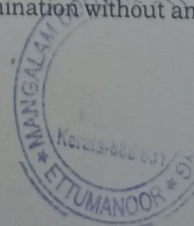
2. Joining Date

You are requested to report on **17th June 2024, tentatively at 10:00 am, SpineCode Consultancy LLP, Church Square, Blossom Cochin Road, Elamkulam, Kadvanthara, Cochin -682020**

3. Probationary Period

- a) As in general, you will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Performance review will be conducted in 3 months interval. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Job confirmation: upon satisfactory completion of your first 6 Months of Probation.
- c) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice

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MANGALAM COLLEGE OF ENGINEERING
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or assigning any reason whatsoever.

4. Compensation

Your compensation details are as stated in the table below.

Particulars	Monthly	Yearly
Basic Salary	20,000.00	2,40,000.00

You will get incentives additional as per the target

5. Working week & Leave

- The normal working days per week and working hours per day of the company are from Monday to Friday and from 9.00 A.M to 6.00 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programs and emergencies.
- Holidays would be as per the list declared by the Company from time to time.
- As an employee of the Company you will be entitled to 6 days leave on 6 months' probation period and there will be 6 days sick leave and 12 days casual leave per annum. In addition, you will also be eligible for earned leave, as per leave policy of the company. No other leave will be applicable.

6. Promotion

- Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

7. Notice Period & Termination of Employment

- Either party may terminate the agreement, for any reason or on convenience, by giving two months' notice to the other party without assigning any reason whatsoever.
- Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - By giving one month's notice or notice pay in lieu thereof if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties.
 - with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time.
 - With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



LETTER OF OFFER

Ms. SONA ANN SAM

With reference to your application and the subsequent interview you had with us, we take immense pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: TRAINEE (HR EXECUTIVE)

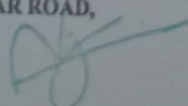
Date of Joining: 06TH AUGUST 2024

You will be further introduced to six levels of our Training Program. Each level is designed to teach you all the aspects of Administration i.e., Data Management / Record Maintaining/Human resource development. During the training period you will be paid 15000/- per month. We encourage an open environment conducive to active learning and participation. Do not hesitate to ask any relevant questions that might help you in your development. Trainee shall ensure that ELIXIRON INCORPORATION intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case trainee leaves within 6 months of training. The trainee needs to serve the notice period for at least TWO Months Before leaving. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ELIXIRON INCORPORATION, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above-mentioned rules will attract a penalty and termination. Wishing you a successful journey.



ROSHNI R
BUSINESSHEAD

TRIVANDRUM | CALICUT | COIMBATORE | TRICHY | COCHIN | MYSORE | CHENNAI
ELIXIRON INC TC 22/2443, KAMALA BUILDING, 3RD FLOOR, SHANKAR ROAD,
SASTHAMANGALAM, TRIVANDRUM, KERALA 695010



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

July 25, 2024

Mr. Sarath B Nair

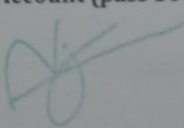
Dear Sarath B Nair

OFFER OF EMPLOYMENT

This has reference to your application for employment with our company and subsequent interviews that we had with you recently. Based on the same, we are pleased to offer you employment as **Trainee-Forex (Band- 1A)** in our Organization.

1. You will be paid a stipend of Rs. 13,000/- (Rupees Thirteen Thousand only) per month.
2. You shall join **Corporate Office** of the company on or before **July 29, 2024**.
3. Your services are, however, transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. ®
4. You will be on probation for a period of **One Year** from the date of joining and confirmation in service will depend on your performance during the probation period.
5. You are required to submit the following documents at the time of joining the company

- Copy of Education Certificates- 10th, 12th, Degree Certificate, Post Graduation
- Photographs- 3 Nos
- Copy of Aadhar card and Pan card
- Copy of Bank Account (pass book or cheque)


PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Indel Money Limited (Formerly known as "Indel Money Private Limited")
Corporate Office
Indel House, Changampuzha Nagar, South Kalamassery P.O
Ernakulam, Kerala, India, PIN: 682033
customer@indelmoney.com, www.indelmoney.com

Registered Office
Office No.301, Floor No 3, Sai Arcade
N.S.Road, Mulundu West, Mumbai - 400080

Kindly sign the copy of this letter, as a token of your acceptance and confirmation of your date of joining on the above terms and conditions within 2 days of receipt of this offer. Upon joining you shall be provided with **Appointment Order** in which all Terms and Conditions applicable to your job will be mentioned in detail, you are required to submit the signed acceptance copy of the same as an acknowledgement. The company shall do your background Verification through an agency as per company norms, and you are required to co-operate with the agency for timely completion of the process.

- In addition to the above, you will be eligible for statutory benefits like Bonus & Gratuity as per statutes.
- You will be eligible for incentives based on your performance as per company policy.
- Statutory deductions will be made from your Gross salary to ESI, PF, Professional Tax, TDS as per rules.
- Employees exempted from ESI will be covered under the Group Medi Claim Policy as per company rules.

We welcome you to Indel Group and wish you a very rewarding and successful career with us.

Yours Sincerely,

For Indel Money Limited



Head- Human Resources

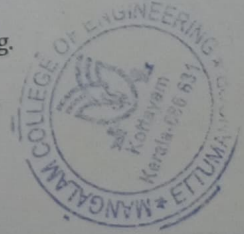
Acknowledgement

I accept the terms and conditions mentioned above and confirm my date of joining.

Signature:

Name:

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Ettumanoor



Indel Money Limited (Formerly known as "Indel Money Private Limited")
Corporate Office
Indel House, Changampuzha Nagar, South Kalamassery P.O
Ernakulam, Kerala, India, PIN: 682033
customercare@indelmoney.com, www.indelmoney.com

Registered Office
Office No.301, Floor No 3, Sai Arcade
N.S.Road, Mulundu West, Mumbai - 400080

LETTER OF APPOINTMENT

Ref: TMC/HRD/TR./L.No.333

Dt.: 6 October 2024

To

Surya S Nair

Dear Surya S Nair, This has reference to your application dated 6th October 2024 and subsequent to interview held on 7th October 2024 we agree to offer you an opportunity for training as 'Trainee' in our Company on the following terms and conditions.

1. You will be paid a stipend of Rs. 7000 (Rupees Seven Thousand only) and a project allowance of Rs.3000 (Rupees Three Thousand only). As a 'Trainee', you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits if any, as applicable to the trainee.
2. You will have to follow all the Rules & Regulations of the company in existence, amended / added time-to-time as and when required, by the company.
3. You will be under training for a period of Three months from the date of your joining. After satisfactory completion of your training, you will be put on probation for six month. On satisfactory completion, of probationary period or the extended probationary period, as the case may be, you will be confirmed in the service of the company in writing.
4. This appointment is further subject to verification of the particulars given by you in your application form for engagement as a trainee. In case any particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
5. (a) During the training period, you will submit monthly report, reviewing your work along with your observations and suggestions.
(b) The Management will expect you to train in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
(c) You will devote your whole time to undergo training at the company and will not undertake any other direct/indirect business or work, honorary or remuneratory, expect with the written permission of the Management.
(d) You will not give to anyone, by word of mouth or otherwise, particulars or details of our process, technical know-how, or of security arrangements, or of administrative and / or



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



Biesse India Pvt Ltd.
CIN No. U72929KA2006FTC038415

Registered & Corporate Office:
Survey No. 32, No. 449, Jakkasandra Village,
Sondekoppa Main Road, Nalamangala,
Bengaluru Rural District
562 123, Karnataka, India

T +91 80 4948 9800

info.in@biesse.com
www.biesse.com

Unit 2:

Survey No. 28/1 & 28/2, Nagarur Village,
Ruskur Road, Dasanapura Hobli,
Bengaluru North Taluk
562 123, Karnataka India

T +91 80 4948 9700

Mr. Sargon Varghese M. P.
B2, Easter Lilly Residency,
Kunnupuram, Kakkanad,
P.O. Kochi Ernakulam
Kerala

Date: December 20, 2023

Dear Varghese,

Sub: - Offer of Appointment

This is further to your application and subsequent interviews you had with us, we are pleased to offer you the position of "Asst. Manager - Sales" based at "Kochi, Kerala"

With reference to your offer, please note the following terms and conditions:

1. Your annual salary & benefits are as provided in the Annexure 1.
2. The management reserves the right to bifurcate the salary by merging or bifurcating with any other allowances based upon the applicable rules and regulations without change in the CTC.
3. Details of the salary and other benefits are strictly confidential between you and the Company, and are not open for disclosure to any third party and/or to any other employee/trainee without prior approval of the authorised person from the Company.
4. If you are not covered under Employees' State Insurance Act, you will be covered under Floater Group Mediclaim Policy (Hospitalisation Benefit Policy) and Group Personal Accident Policy as per Company's policy and subject to insurance policies available from the insurance companies. The terms and conditions of such policies are solely subject to the purview of insurance companies, and Biesse Manufacturing is not liable for such terms and conditions. The Company reserves the right to modify, amend, abrogate / rescind the whole or part of these benefits at any time deemed fit.
5. As you will be working in a very important position of the Company and having access to a lot of confidential information of the Company, it is mandatory that at the time of joining, you must execute the agreement on "NON-DISCLOSURE CONFIDENTIALITY, NON-COMPETE AND NON-SOLICITATION." This agreement will be executed between you and the company in the stamp paper.
6. As agreed, you will be required to join on or before **February 01, 2024**. This letter of offer is made subject to your acceptance within one day, failing which this offer will be withdrawn automatically.
7. This offer of appointment is valid subject to you being found medically fit by the certified medical officer.

Your detailed appointment letter will be given once you report for duty.

Please sign a copy of this letter as a token of your acceptance.

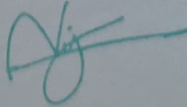
Thanking You,

FOR BIESSE INDIA PRIVATE LIMITED

SHEKHAR GN
GENERAL MANAGER - HR & ER

Encl: Annexure -1




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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



July 25, 2024

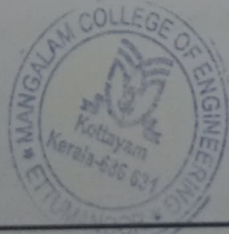
Ms. Shilpa Santhosh
Santhosh Bhavan, Nalkalickal PO
Aranmula, Kidangannur, Aranmula
Pathanamthitta, Kerala-689533

Dear Shilpa Santhosh,

OFFER OF EMPLOYMENT

This has reference to your application for employment with our company and subsequent interviews that we had with you recently. Based on the same, we are pleased to offer you employment as **Trainee-Forex (Band- 1A)** in our Organization.

1. You will be paid a stipend of Rs. 13,000/- (Rupees Thirteen Thousand only) per month.
2. You shall join **Corporate Office** of the company on or before **July 29, 2024**.
3. Your services are, however, transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. ®
4. You will be on probation for a period of **One Year** from the date of joining and confirmation in service will depend on your performance during the probation period.
5. You are required to submit the following documents at the time of joining the company
 - Copy of Education Certificates- 10th, 12th, Degree Certificate, Post Graduation
 - Photographs- 3 Nos
 - Copy of Aadhar card and Pan card
 - Copy of Bank Account (pass book or cheque)



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
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Registered Office
Office No.301, Floor No 3, Sai Arcade
N.S.Road, Mulundu West, Mumbai - 400080



Lulu International Shopping Malls Pvt. Ltd.
CIN : U52190KL2004PTC017414
Registered Office :
34/1000, N.H.47, Edappally P. O., Kochi - 682024, Kerala
Tel: +91 484 2727777 / 2727700
E-mail : lulukochi@luluindia.com
www.lulumall.in / www.lulugroupinternational.com

No: LUPOOL/RO/HR-C/2024/27
Date: 16/11/2024

Offer Letter

Ms. SHAMLA M
MUKKODI VILAYIL (H)
PALLISSERIKKAL P O
SASTHAMKOTTA
KOLLAM

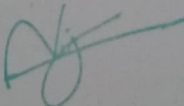
Dear Ms. Shamla,

Congratulations!!! We are delighted to confirm you that you have been selected to work for our organization as **OPERATIONS EXECUTIVE**. You are requested to go through the following job offer and return a signed copy of this letter as a token of your acceptance.

Salary: Your Total Monthly Gross Salary will be INR 20000/- (TWENTY THOUSAND ONLY).

COMPONENTS	SALARY BREAK UP	
	PER MONTH	PER ANNUM
BASIC	10000	120000
DA	4264	51168
CCA	200	2400
HRA	4000	48000
OTHER ALLOWANCE	1536	18432
GROSS SALARY	20000	240000
OTHER BENEFITS (EMPLOYER)		
MEDICAL INSURANCE	16	192
ESI (AS PER ESI ACT)	650	7800
STATUTORY BENEFITS (EMPLOYER)		
GRATUITY (AS PER THE GRATUITY ACT)	687	8244
LABOUR WELFARE FUND	50	600
CTC	21403	256836

Note: Statutory deductions or any other taxes like Income Tax levied by the government from time to time will be deducted as per the Government Policy in force, from the salary.


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INFO NPPS

LEARN WITH TECH

SONA SOMAN

MOB: 8590316510

EMAIL : sonasoman15@gmail.com

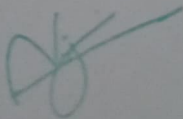
DEAR

M/s. SONA SOMAN

It gives us immense pleasure in inviting you as the **BUSINESS DEVELOPMENT EXECUTIVE**. We believe that corporate grow and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into its future. We therefore believe that all our trainees are truly our **ASSOCIATES** in our road to the big future. We are happy that you are one such associate joining us in our efforts to create a truly global organization. We are pleased to inform you that you have been offered a Business Development Executive post.

You will be on probation for a period of one week and would be confirmed up on successful completion of your probation based on your performance. Your association and employment will be governed by the various Associate related policies and guidelines of the organization.. The company has the full power to cancel your probation period if you are against the terms and conditions of the company.

You will be trained in Accounts, Ware housing, Front office, Back office, Psychology, Spoken English, Marketing, Sales, Administration, Human resource, Customer relationship, Personal management, Team management, Office management & Telecalling.



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PROVISIONAL OFFER LETTER

Dear SREYA S NAIR,

Date: 03-04-2024

Congratulations!

We are glad to inform that you have been provisionally selected for ICICI BANK Senior Officer/Relationship Manager (Post Graduate Program in Relationship Management) training with TVS Training & Services on 5th April 2024

About the training:

- The training duration is of 21 working days and it is completely delivered through Online mode.
- This is a New Age Digital BFSI training and hence it is mandatory for you to have a smart Phone/Laptop/Desktop with Internet connectivity (minimum 2Mbps).
- Upon successful completion of training and meeting the eligibility requirements (Refer Annexure I), you would be entitled to receive an Offer Letter for Senior Officer Grade (Designation: RM New Relationship / Relationship Manager) from ICICI Bank with salary (CTC) range between 2.40 lacs to 2.99 lacs per annum based on the city of posting.
- You are requested to pay Rs. 47,200 (Forty-seven thousand and two hundred only) in favor of TVS Training & Services for your 21 days Training Program to the below mentioned bank account.

ACCOUNT NAME	TVS TRAINING AND SERVICES LTD
ACCOUNT No.	000905036215
BANK NAME	ICICI BANK LTD
BRANCH NAME	Chennai - Nungambakkam
IFSC CODE	ICIC0000009

The training will equip both knowledge & skills, required to launch yourself on a fast-track career in the rapidly-growing Banking Sector. The training is designed to build competencies in the areas of domain knowledge, application orientation, technology orientation, selling skills and customer service.

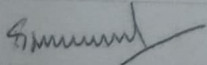
During your training period at TVS TS, as a trainee, you would be expected to abide by the rules and norms as laid down in Annexure II.

Please note that this Provisional Offer to join the program is not transferable.

Enrolling for this training and paying training fee (part or full) shall be construed as your having read, understood and accepted all the terms and conditions as per Annexure I & II of this Provisional Offer Letter.

Wishing you a great future with ICICI BANK.

For TVS Training & Services


G Narayanamurthy
Chief Executive Officer

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

**TVS TRAINING AND SERVICES LTD**

GST No: 33AACCH3768D1ZT CIN: U74990TN2010PLC075028

No 61, Reddy Street, Vanagaram Main Road, Athipattu, Ambattur Industrial Estate, Chennai - 600058 Tel: 2613 6600

Registered Off: Jayalakshmi Estate, 29, Haddows Road, Nungambakkam, Chennai-600006 Tel:91-44-2822233

E-mail : tvsts@tvsts.com

Web : www.tvsts .com

Ref: HR/JUL/24/A3/62762322/60819466/1001673762

Date: 08 July, 2024

Mr. Toby Paul
Methikkalam (H) Madappally P.O Changanac
METHIKKALAM (H) MADAPPALLY P.O CHANGANAC
Madappally 686546
Kerala, India

Dear Mr. Toby

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DMIT in Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Kochi, Kerala**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 17 July, 2024.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,319/- (Rupees Twenty Five Thousand Three Hundred Nineteen Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.

- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Variable Pay Incentive: In addition to the aforementioned Fixed Pay, you shall be entitled to participate in the performance-based Incentive scheme linked to resultant performance of individual, team, location, and business unit. It will be based on predetermined performance metrics and reviewed periodically. The specific incentive schemes / plans of the Company are discretionary, subject to amendment or withdrawal, with or without notice. The transfers, reassignments, or changes in role may lead to change in structure and eligibility for the applicable schemes. Further, the Company may deem an employee ineligible for participation in any incentive schemes, even with retrospective effect, who has or may have committed any illegal, fraudulent, or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the sole discretionary interpretation of Reliance.

3. GENERAL:

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

LETTER OF APPOINTMENT

Ref: TMC/HRD/TR./L.No.332

Dt: 5 October 2024

To
Vijay Vinayan
Perumpadappil House
Kidangoor PO
Kottayam
Kerala

Dear Vijay,

This has reference to your application dated 2nd October 2024 and subsequent to interview held on 3rd October 2024 we agree to offer you an opportunity for training as 'Trainee' in our Company on the following terms and conditions.

1. You will be paid a stipend of Rs. 7000 (Rupees Seven Thousand only) and a project allowance of Rs.3000 (Rupees Three Thousand only). As a 'Trainee', you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits if any, as applicable to the trainee.
2. You will have to follow all the Rules & Regulations of the company in existence, amended / added time-to-time as and when required, by the company.
3. You will be under training for a period of Three months from the date of your joining. After satisfactory completion of your training, you will be put on probation for six month. On satisfactory completion, of probationary period or the extended probationary period, as the case may be, you will be confirmed in the service of the company in writing.
4. This appointment is further subject to verification of the particulars given by you in your application form for engagement as a trainee. In case any particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
5. (a) During the training period, you will submit monthly report, reviewing your work along with your observations and suggestions.
(b) The Management will expect you to train in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
(c) You will devote your whole time to undergo training at the company and will not undertake any other direct/indirect business or work, honorary or remuneratory, except with the written permission of the Management.
(d) You will not give to anyone, by word of mouth or otherwise, particulars or details of our process, technical know-how, or of security arrangements, or of administrative and / or

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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor





JOJO INDUSTRIES

INDUSTRIAL ESTATE,
P.B. NO. 9, ETTUMANOOR
KOTTAYAM DT., KERALA STATE
PIN - 686 631

Phone: Off. (0481) 2535235
Mob: 99387497937
E-mail: info@jojindustries.com

Ref: - J/24-25/89

Date: 16.10.2024

TO WHOMSOEVER IT MAY CONCERN

This is certify that Mr. Anandu P A. Paravanparampil House is an employee with us since 8th July 2024 in the post of Junior Engineer



For JOJO INDUSTRIES

Jeev P. Sebastian
(Proprietor)

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

ADHIL AHZAM
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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, 03.06.2024 subject to the following terms and conditions:

- 1) During the probationary period you will be paid an all inclusive remuneration of Rs. 12,500/- (Rupees Twelve thousand five hundred only) per month.
- 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

Thanking You

For SMITHA METAL INDUSTRIES

Proprietor



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

AJAY T S
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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, 03.06.2024 subject to the following terms and conditions:

- 1) During the probationary period you will be paid an all inclusive remuneration of Rs. 12,500/- (Rupees Twelve thousand five hundred only) per month.
- 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.
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- 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

For SMITHA METAL INDUSTRIES

Thanking You
Proprietor



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

AKASH T
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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, 03.06.2024 subject to the following terms and conditions:

- 1) During the probationary period you will be paid an all inclusive remuneration of Rs. 12,500/- (Rupees Twelve thousand five hundred only) per month.
- 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
For Thanking You

Proprietor



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

AKSHAY S
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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, 03.06.2024 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.
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For SMITHA METAL INDUSTRIES

Thanking You

Proprietor

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

ALBIN K SHAJAN

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

APPOINTMENT ORDER

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

THANKS YOU
SMITHA METAL INDUSTRIES

Proprietor



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PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

ALPHIN BINU
Mangalam College of Engineering
Ettumanoor,
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Date: 03.04.2024

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For SMITHA METAL INDUSTRIES
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MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

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All kinds of Engineering work and Manf: of Rubber Factory Machines

ASWIN K S

Mangalam College of Engineering

Ettumanoor,

Kottayam

Date: 03.04.2024

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All kinds of Engineering work and Manf. of Rubber Factory Machines

ASWIN P B
Mangalam College of Engineering
Ettumanoor,
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Date: 03.04.2024

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Thanking You

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Proprietor



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ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manuf. of Rubber Factory Machines

ATHUL RAJ T J

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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Proprietor



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NEAR M. G. UNIVERSITY

ATHIRAMPUZHAP. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf: of Rubber Factory Machines

BLESSON SUNNY

Mangalam College of Engineering
Ettumanoor,
Kottayam

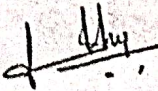
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ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

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All kinds of Engineering work and Manf. of Rubber Factory Machines

CHINMAY S

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

APPOINTMENT ORDER

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All kinds of Engineering work and Manf. of Rubber Factory Machines

DAIN RAJESH

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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NEAR M. G. UNIVERSITY

ATHIRAMPUZHA P. O., KOTTAYAM - 686 562

PHONE: 92499 40966

All kinds of Engineering work and Manf: of Rubber Factory Machines

DANIN V SABU

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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Proprietor



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All kinds of Engineering work and Manf. of Rubber Factory Machines

DEVAN SARATH

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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GOPIKRISHNAN G

Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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Ettumanoor

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Proprietor



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All kinds of Engineering work and Manf. of Rubber Factory Machines

GOWRISANKAR A
Mangalam College of Engineering
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All kinds of Engineering work and Manf. of Rubber Factory Machines

IRFAN NAZEER

Mangalam College of Engineering

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NEAR M. G. UNIVERSITY
ATHIRAMPUZHA P. O., KOTTAYAM - 686 562
PHONE: 92499 40966

All kinds of Engineering work and Manf. of Rubber Factory Machines

JESWIN JAMES
Mangalam College of Engineering
Ettumanoor,
Kottayam

Date: 03.04.2024

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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor

Thanking You

For SMITHA METAL INDUSTRIES

Proprietor

KEYS INDUSTRIES

INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To

Date: 11.03.2024

EMIN JOSEPH

Mangalam College of Engineering

Ettumanoor, Kottayam

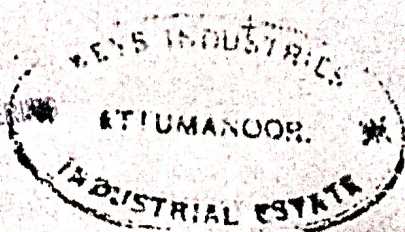
Letter of Appointment

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You are requested to join the duty on or before 05.07.2024

PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



[Signature]

With Best Wishes
Yours Faithfully

For Keys Industries

[Signature]
Mr. Parthasarathy

KEYS INDUSTRIES

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ETTUMANOOR - 686 631

To

Date: 11.03.2024

K S AGHNESHKRISHNA

Mangalam College of Engineering


Ettumanoor, Kottayam.

Letter of Appointment

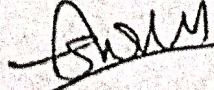
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PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor




With Best Wishes
Yours Faithfully
For Keys Industries

Mr. Partner

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ETTUMANOOR - 686 631

To

Date: 11.03.2024

LIBIN THOMAS

Mangalam College of Engineering

Ettumanoor, Kottayam

Letter of Appointment

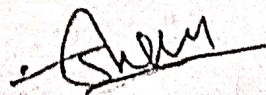
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ETTUMANOOR



With Best Wishes
Yours Faithfully

For Keys Industries

Ma: Partner

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ETTUMANOOR - 686 631

To

Date: 11.03.2024

MAHESH NARAYANAN

Mangalam College of Engineering

Ettumanoor, Kottayam

Letter of Appointment

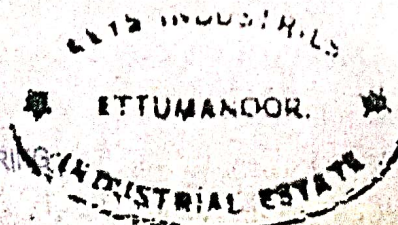
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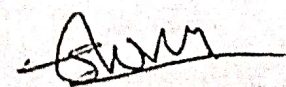
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ETTUMANOOR - 686 631

To

Date: 11.03.2024

MANEESH S

Mangalam College of Engineering

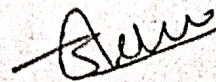
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With Best Wishes
Yours Faithfully

For Keys Industries

Mr. Partner



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Ettumanoor



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To

Date: 11.03.2024

PRANAV P M

Mangalam College of Engineering

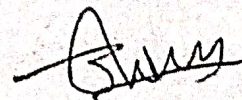
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With Best Wishes

Yours Faithfully
For Keys Industries

Ma: Partner


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MANGALAM COLLEGE OF ENGINEERING
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To

Date: 11.03.2024

PRATYASH P PRAKASH

Mangalam College of Engineering

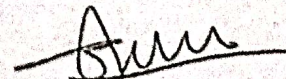
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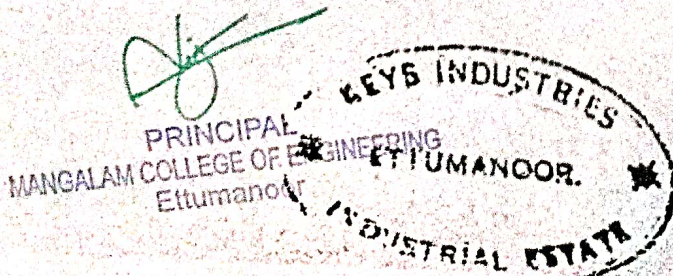
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With Best Wishes
Yours faithfully
Jeyaraj Industries

Mr. D. D. D.



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ETTUMANOOR - 686 631

To

Date: 11.03.2024

PREETHI SATHEESH

Mangalam College of Engineering


Ettumanoor, Kottayam

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Yours Faithfully,
For Keys Industries

Mg: Partner



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ETTUMANOOR - 686 631

To

Date: 11.03.2024

RIBIN VARGHESE

Mangalam College of Engineering

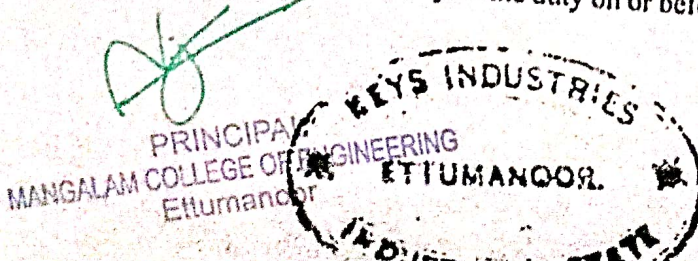
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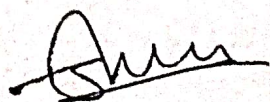
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With Best Wishes
For Keys Industries

Attn: Partner

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INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To

Date: 11.03.2024

ROSHAN SIMON

Mangalam College of Engineering


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With Best Wishes
Yours Faithfully
For Keys Industries

Md: Partner

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ETTUMANOOR - 686 631

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Mangalam College of Engineering

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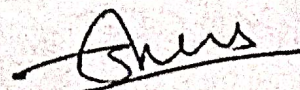
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With Best Wishes
Yours Faithfully

For Keys Industries

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ETTUMANOOR - 686 631

To

Date: 11.03.2024

SONY ANTONY

Mangalam College of Engineering

Ettumanoor, Kottayam

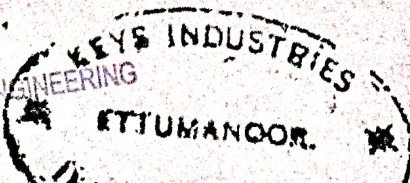
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Ettumanoor



[Signature]

With Best Wishes
Yours Faithfully

For Keys Industries

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ETTUMANOOR - 686 631

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Date: 11.03.2024

TOBIN JOSEPH

Mangalam College of Engineering

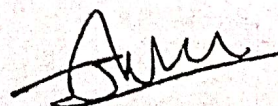
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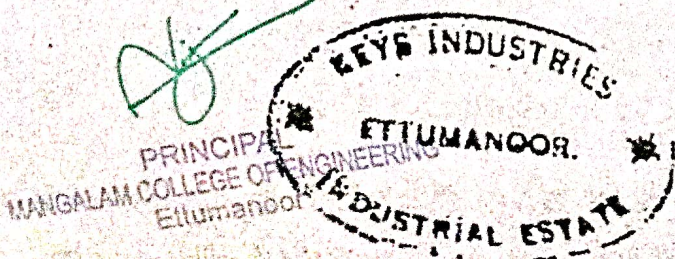
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For Keys Industries



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ETTUMANOOR - 686 631

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VARSHIA LAL

Mangalam College of Engineering

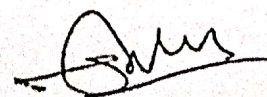
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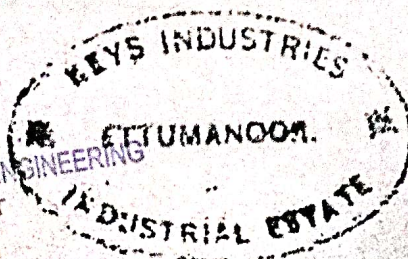
With Best Wishes
Yours Faithfully

for Keys Industries

Mq: Partner



PRINCIPAL
MANGALAM COLLEGE OF ENGINEERING
Ettumanoor



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INDUSTRIAL ESTATE

ETTUMANOOR - 686 631

To

Date: 11.03.2024

VIMAL VINOD

Mangalam College of Engineering


Ettumanoor, Kottayam

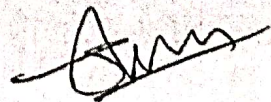
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Ettumanoor


With Best Wishes
For Your Future
Keys Industries

Mq: Partner

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ETTUMANOOR - 686 631

To

Date: 11.03.2024

YAKOB BINOY POLLAYIL

Mangalam College of Engineering

Ettumanoor, Kottayam

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ABHISHEK VINOD

Mangalam College of Engineering

Ettumanoor, Kottayam

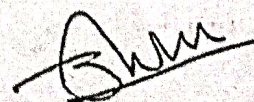
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Ettumanoor INDUSTRIAL ESTATE


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Yours Faithfully

For Keys Industries

Mr. Partner

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ABIRAM ANIL

Mangalam College of Engineering

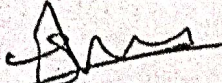
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Registered office
EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka
9947340387

Date:09-02-2024

To,
SIJO JOHN
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

Dear Sir,

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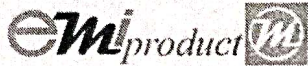
Thanking You

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9947340387

Date:09-02-2024

To,
ABHIMANYU BIJU
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

Subject: Your application for the post of **Trainee Engineer**

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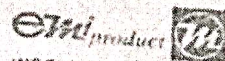
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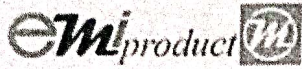
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Date:09-02-2024

To,
ABHIMANYU RAJI
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

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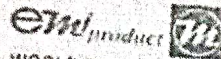
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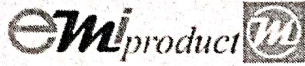
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Date:09-02-2024

To,
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Mangalam College of Engineering
Ettumanoor, Kottayam.

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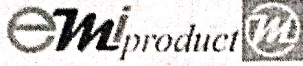
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Date:09-02-2024

To,

AKHIL SURESH

Mangalam College of Engineering

Ettumanoor, Kottayam.

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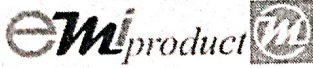
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Date:09-02-2024

To,
AKSHAI P B
Mangalam College of Engineering
Ettumanoor, Kottayam.

Letter of Appointment

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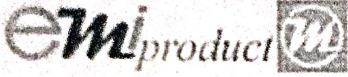
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Date:09-02-2024

To,
ALANLAL ABRAHAM
Mangalam College of Engineering
Ettumanoor, Kottayam.

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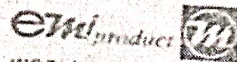
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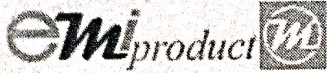
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Mangalam College of Engineering
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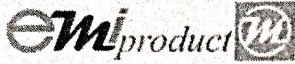
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Date:09-02-2024

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ALLWIN V ALEX
Mangalam College of Engineering
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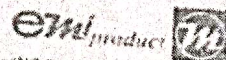
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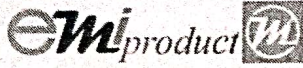
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Date:09-02-2024

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AMALNATH G

Mangalam College of Engineering

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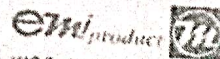
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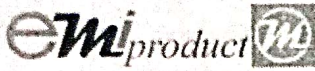
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Date:09-02-2024

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ANANDHU GOPAL
Mangalam College of Engineering
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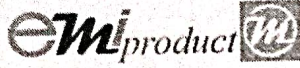
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Date:09-02-2024

To,
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Mangalam College of Engineering
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Letter of Appointment

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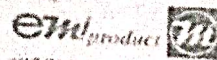
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Date:09-02-2024

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Mangalam College of Engineering
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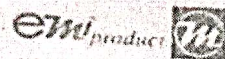
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Date:09-02-2024

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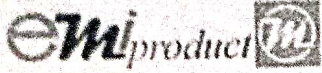
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Date:09-02-2024

To,
AROMAL MADHU
Mangalam College of Engineering
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This is to inform you that this letter will be null and void in case you do not report at the date and time specified in this letter.

We hope to have a long successful professional relationship with you and wish you all the very best.

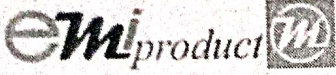
Thanking You

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Registered office
EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka
9947340387

Date:09-02-2024

To,
ASWANTH JAYAN
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.

You are requested to report at our office at 9:00 AM on 22-04-2024 in approval to your appointment. As per our company policy, you will be on contract for a period of 6 Months during which you will be receiving a Basic stipend of Rs. 15,500/- (Basic + DA) and then, based on your performance and review you will be taken to the next level of employment in the organization.

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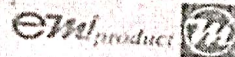
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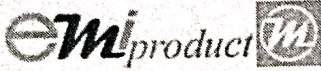
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893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka
9947340387

Date:09-02-2024

To,
CHIKKU N PHILIP
Mangalam College of Engineering
Ettumanoor, Kottayam.

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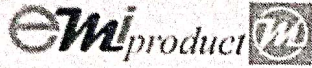
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Registered office
EMI PRODUCT
893/C 10th cross 80 feet road,
Vijay Nagar
Bengaluru Karnataka
9947340387

Date:09-02-2024

To,
DENIMON DAVIDSON
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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