







Offer Letter 2017-18

MAR ATHANASIOS COLLEGE FOR ADVANCED STUDIES TIRUVALLA (MACFAST)

Tiruvalla, Pathanamthitta, Kerala 689 101



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VKG FOOTPRINTS GLOBAL PVT. LTD.

Reg.Office - 10-12, SIDCO Industrial Estate, Malumichampatty PO, Coimbatore, Tamilnadu - 641021 CIN: U19200TZ2011PTC029228

> Coimbatore 12th May 2018

To Ridson P Davis. Palliparambil House, Peringulam PO, Kottayam, Kerala-686582.

Dear Mr. Ridson.

We are pleased to offer the position of Asso. Executive Trainee in VKC Footprints Global Pvt.Ltd. under VKC Group Division- 1. This offer of appointment is provisional subject to completion of course and submission of degree certificates on or before 31st September 2018.

Your Place of posting will be Indore. A detailed appointment letter with broad terms and conditions of your employment and the list of documents to be furnished would be issued at the time of joining. The offer will be considered as revoked if we do not receive an acceptance from you by 15th May 2018. Kindly acknowledge the receipt of this email offer and we expect you to join us on 21st May 2018.

Fixed part of your CTC will be Rs. 3,15,792/- p.a as detailed in Appendix A. Further, review of your performance and compensation would be done periodically in line with the Organization's policies. You shall be required to execute 2 years' service agreement with the Company, at the time of joining.

You will be on training for a period of 6 months from your date of joining. Based on the successful completion of the training, you would be absorbed into role of VKC group of companies. To confirm your acceptance to this offer, please sign on all the pages including the declaration at the last page of this offer and return to us the duplicate copy of the entire offer letter.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

VKC Footbrints Global Put 1td.

Initial of Employee



VKG FOOTPRINTS GLOBAL PVT. LTD.

Reg.Office - 10-12, SIDCO Industrial Estate, Malumichampatty PO, Coimbatore, Tamilnadu - 641021
CIN: U19200TZ2011PTC029228

APPENDIX A

Name

:

Ridson P Davis

Designation:

Associate Executive Trainee

Function

Finance and Control

Company

VKC Footprints Global Pvt.Ltd.

COMPENSATION DETAILS

Cash Components	Monthly (Rs)	Annual (Rs)
Basic	11,000	132,000
Transportation Allowance	1,600	19,200
Personal Allowance	2,500	30,000
Compensatory Allowance	3,500	42,000
Location Allowance	4,000	48,000
Annual Bonus*	1,540	18,480
Cash Components- Sub Total	24,140	2,89,680
Non-Cash Benefit's		. V.
Insurance + Medi-claim	200	2,400
Retiral Benelits		
Provident Fund ("moloyer's Contribution)	1447	17,364
Gratuity:	529	6,348
Non Cash Companies Sun Turning September	1,976	23,712
Total CTC	26,316	3,15,792

^{*}The annual bonus share his approximated based on past disbursements, the actual rate can vary, and the disbursement is considered in nature.

VKC Factorints Global Pvt.Ltd.

pirector

Initial of Employee__





ENV-IO-HR-AO-2018-258 Appointment Offer No Appointment Offer dated : 05-Jun-2018

To.

Anu Susan Raji Cherupulichiyil House, Cherukulanji P.O. Ranni, Pathanamthitta - 689673 Kerala

Dear Anu,

Following your interview with us, we are pleased to offer and appoint you as Associate Operations Analyst in Envestnet Asset Management (India) Pvt. Ltd (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification.
- b) You will have to bring six copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 2 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview

2. Posting

Your initial posting would be at any one of the offices Envestnet Asset Management (India) Pvt. Ltd. in Trivandrum location. 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.

In the event of you being transferred to any of our other offices or asked to work from remote location, then the said location/station will be considered as your work location. In such cases and in the event of you having to official visit our Trivandrum office, you will be paid travelling and other logistics expenses as per the company norms.

3. Reporting Date

You are requested to report at corporate office of the company situated at Envestnet, TC 4/2035-1. Kowdiar post, Trivandrum, Kerala- 695003, India on 01-August-2018

4. Probationary Period

a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.

Registered Office: Envestnet Asset Management (i) Pvt. Ltd. TC 4/2035 - 1, Kowdiar Post Trivandrum, Kerala, India - 695 003

CIN:U72200KL2001PTC015113

1:4914714181000



MACFAST Placement Cell <nithin.mathews@macfast.org>

Fwd: Offer Letter

Robin Kuriakose <robinarangathu@gmail.com>

Mon, Jul 16, 2018 at 7:46 PM

To: nithin.mathews@macfast.org

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

From: Robin Kuriakose <robinarangathu@gmail.com>

Date: Mon, 16 Jul 2018, 7:44 p.m.

Subject: Re: Offer Letter To: <recruithr@geojit.com>

Cc: MANISH MATHEW (RM, KTY) <manesh_m542@geojit.com>, Rakesh Sir <rakeshr@geojit.com>, George Sir

<georgep@geojit.com>, <shibe@geojit.com>

I accept the offer.

On Mon, 16 Jul 2018, 6:17 p.m., <recruithr@geojit.com> wrote:

Dear Mr. ROBIN KURIAKOSE,

Greetings from Geojit!

We heartily welcome you to the Geojit team, where each one is valued and treated with respect. For hardworking innovators, the career prospects are unlimited.

After getting to know you and your potential, we are happy to offer you the position of JUNIOR EXECUTIVE TRAINEE - FINANCIAL CONSULTANT in KATTAPPANA (KI). Request you to join at the earliest.

Offer Letter is attached herewith

Regards,

GEO IIT FINANCIAL SERVICES LTD.

34/659-P, Civil Line Road, Padivattom, Kochi - 682024, Kerala

Phone: 1319 Web: geojit.com

Twitter: GeojitFinancial Facebook: GeojitFinancial YouTube: GeojitFinancial

The information contained in this electronic message and its attachments (the "message") is intended solely for the addressees and is confidential and privileged. If you are not the intended recipient, please notify the sender by reply e-mail and then destroy the message. Any dissemination, distribution, forwarding, copying, printing or disclosure, either whole or partial, is prohibited and may be unlawful.

Equity/Mutual Fund investments are subject to

market risks. Past performance does not guarantee future returns. We do not offer any product which gives guaranteed returns.

WARNING: Computer viruses can be transmitted via email.

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

2 of 2

OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 09-05-2018

Dear Krishnakumar M,

We have the pleasure to offer you the position of **Resource** on Full-Time Basis, at Decathlon Sports India Pvt. Ltd.

1. Terms & Conditions

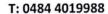
- 1. You will report to arjun rajan or any officer appointed by him/her on 14-05-2018
- 2. Your monthly gross salary will not exceed Rs. **18000.0** (INR. Eighteen Thousand). Refer to the salary annexure mentioned below
- 3. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary. Your manager will explain to you the calculation of such bonus
- Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept strictly confidential to yourself only
- Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria
- 6. You will be on probation for a period of 2 month(s) from the date of your appointment. On completion of the probation period, if the Company finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing

For Decathlon Sports India Pvt Ltd

Thanking you arjun rajan

Salary Annexure

Emol ume nts	CTC without Bonus		CTC with Bonus	
	Per Month	Per Annum	Per Month	Per Annum
Fixed Gross	18000.00	216000.00	18000.00	216000.00
Basic Salary	14400.00	172800.00	14400.00	172800.00
House Rent Allowance	1800.00	21600.00	1800.00	21600.00
Conveyance Allowance	0.00	0.00	0.00	0.00
Leave Travel Allowance	0.00	0.00	0.00	0.00
Medical Expense Reimbursement	0.00	0.00	0.00	0.00
Special Allowance	1800.00	21600.00	1800.00	21600.00
Bonus @ maximum 20.0%	_	-	3600.00	43200.00
Gross Salary	1 8000.0 0	216000.00	21600.00	259200.00
PF	1800.00	21600.00	1800.00	21600.00
Gratuity	693.00	8312.00	693.00	8312.00
стс	21348.00	256172.00	24948.00	299372.00





Dear Ms. Sheba Mary Abraham,

Greetings from ICMS International!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Admin Executive** for our Kochi centre.

Your appointment will be subject to your being found medically fit and satisfactory references.

It is agreed that you would be drawing a CTC of Rs.1, 44,000/-(INR One lakh and forty- four thousand only). You are required to report on 5th March, 2018 at 8.45am and your working hours are from 9.00am to 5.30 pm on a Monday to Saturday basis. The details will be mentioned in the appointment annexure.

At the time of joining or at any time during your tenure with us in ICMS International if any discrepancy or incorrect information is found in your certificates or any other documents/ application furnished by you, your appointment with ICMS International stands cancelled.

Please find below the list of documents to be submitted at the time of joining in our Kochi office. Kindly carry the originals with you for the purpose of verification.

- 1. Last 6 months salary slips
- 2. Appointment letter from your previous organization.
- 3. Relieving letter / acceptance of resignation letter from previous organization
- 4. Proof of Date of Birth
- 5. Passport size photographs- 2 Nos.
- 6. Address proof
- 7. Educational Qualification proof: Mark sheets / completion certificates
- 8. Resume copy with 02 professional references

We wish you all the very best in your new assignment.

Thanking you

For ICMS International

Riya Sebastian

Human Resources –Executive 8139905777 28th February, 2018

ESAF SMALL FINANCE BANK
Joy of Banking

23 May, 2018

Mr. Jais Thomas Kumbakattu House, Kallar (Po) Mundiyeruma - 685 552

Dear Ms. Mr. Jais Thomas,

Sub: Offer letter for the post of - Sales Officer Trainee

With reference to your application and the subsequent interview held, we have pleasure in making an offer of appointment to you as "Sales Officer Trainee" in ESAF SFB.

You will be paid an annual CTC of Rs.2 lakhs and a detailed structure of the same will be given later. This offer takes effect from your date of joining.

You will be on training for a period of six months; followed by a six-months probation. Your confirmation will be based on your performance.

You shall be eligible for TA/DA as applicable to your cadre for official purposes.

You will be governed by all rules, regulations and benefits laid down by the ESAF SFB from time to time as applicable to your cadre.

You are requested to produce the following documents at the time of joining.

Passport size photograph – 10 Nos

Attested copy of ID proof/address proof along with originals

 Attested copies of testimonials in proof of your age, qualification, experience etc. along with originals.

Relieving order in original from the previous employer.

Please sign and return the duplicate of this letter as a token of your acceptance of this offer of appointment.

We look forward to your valuable contribution towards taking ESAF SFB to greater heights.

Yours sincerely

George Thomas

Executive Vice President

To: Mr. Jais Thomas, Kumbakattu House, Kallar (Po) Mundiyeruma - 685 552

cc:to: Head-HR/Finance/Personnel file.

Corporate Office: ESAF Centre, Mannuthy P.O. Thrissur, Kerala 680 651, India. Ph: +91 487 2373813

Registered Office: Hepzibah Complex, Mannuthy P.O. Thrissur, Kerala 680 651 Email: customercare@esafbank.com www.esafbank.com



NIPPON TOYOTA

NIPPON MOTOR CORPORATION (P) LTD.

Corporate Office: XIX/9 C, Nippon Towers, NH-47, HMT Junction, Kalamassery P.O., Kochi - 683 104. Phone: 0484 2930000, E-mail: nippon@nippontoyota.com

CIN - U50101KL1999PTC012728

NTNMCHRNT/OL/18/5002/348 04-May-2018

Mr. Aaron Thomas George Perumpallikattu House Thiruvalla P O Pathanamthitta - 689101

Dear Mr. Aaron Thomas George,

Greetings from Team Nippon..!!!

With reference to your application and subsequent interviews, we are pleased to offer you the position Marketing - Executive in our organization. As discussed we are offering you a Salary of Rs.10300/-, (Subject to statutory deductions). A detailed break up as mentioned below:-

Basic + DA	===	10300
HRA	=	0
Children Hostel	1000	0
Children Education	-	0
Travel	-	0
Allowance		0
Others	=	0
Total Salary		10300

You are advised to join duty on or before 01-Jun-2018 as agreed.

You will be on probation for a period of 6 Months, during which your job will be evaluated and analyzed, based on which you will be confirmed. However the management has right to extend the probation period as per your performance.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours faithfully,

For NIPPON MOTOR CORPORATION PVT LTD.

JERRY JACOB MATHEW HUMAN RESOURCES MANAGER CORPOS BLN SPORT BURN 28 P. R.M. BURNS BREGIST D. BREGIST D. BREGIST D.

I accept the above terms and conditions

(Aaron Thomas George)

Note: As a token of acceptance kindly sign a copy of this letter and mail us back via email to jerry@nippontoyota.com or by hand.



HDFC Bank Limited HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

HDFC Bank Ltd.

30-Jun-2018

Applicant No.52558863

Name: Pooja Prakash

Grade: Trainee

Vertical: VIRTUAL RELATIONSHIP BANKING

Location: COCHIN

Contact No: 8589012052

h - 3	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	1250	15000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	25350	315000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Applicant No. 52558863

www.hdfcbank.com .

Corporate Identity No.: L65920MH1994PLC080618



Confidential

April 18, 2018

Dear Nithina Mohan,

Congratulations! We welcome you to the family of Veristics.

With reference to our discussions, we are pleased to appoint you as **Business Development Executive.** The Date of Joining will be on **April 18, 2018**, following terms and conditions:

- 1 Your place of posting will be at Trivandrum However during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of Veristics Networks Private Limited either in India or Abroad at the sole discretion of the Management.
- Your emolument by way of Annual Cost to the Company is Rs. 1,50,000 per annum (one lakh fifty thousand Only).
- 3 You shall report to the MANAGER-OPERATIONS of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
- 4 Probation You will be on probation for a period of **Six** (**6**) months from the date of joining the services of the Company. During this period, your performance will be monitored periodically and your confirmation shall be subject to Company's determination of your level of performance during this probation period. In the event if the Company is not satisfied with your performance, the Company shall at its sole discretion either extend your probation for such period or may deem fit or terminate your services immediately.
- 5 You will be confirmed by an expressed order in writing on the first day of the subsequent month.

- You are entitled for only Casual Leave which is calculated at 1 day for one month and an additional leave of 3 days per year for emergency purposes. The leave eligibility is on pro data basis. However, the management reserves the right to grant loss of pay for your absence due to any unforeseen circumstances.
- 7 You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
- 8 Either party can terminate this contract by giving a **Thirty Days** advance notice or pay salary in lieu of the same to the other party. However, should your termination be due to non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not pay any notice pay. In the event of your termination from service due to unauthorized absence from duty, company reserves the right to recover the notice pay from you.
- 9 During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.
- 10 You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter,
- 11 All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.
- 12 You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

- 13 Please bring the following original documents for verification with their photocopies, which would be retained for our records.
 - a. Photographs (two passport size)
 - b. All educational certificates including mark sheets in full
 - c. Relieving Letter& Service Certificate (If employed previously)
 - d. Proof of Last drawn salary
 - e. Passport / Proof of Address
- 14 Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand, cancelled, unless a written extension is given.

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

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

Sincerely,
For **Veristics Networks Pvt Ltd,**

Maxvel Dichu Alexander MANAGER-OPERATIONS

Travancore Analytics (P) Ltd

8th floor, Yamuna Building, Phase 3, Technopark, Trivandrum- 695 583 Kerala, India

Phone: +91 471 406 1133 www.travancoreanalytics.com



Ref No: TA.HR.Rect.0220.412

To.

Akhil A Pillai, Chandrabhavan, Kunnathumkara PO., East Othera, Thiruvalla, Kerala, India – 691007.

Dear Akhil,

Hearty Welcome to Travancore Analytics.

We are pleased to appoint you as **Executive HR - Talent acquisition** on probation in grade **E1** under the terms and conditions of appointment enclosed along with this letter.

Details of your remuneration from the start of probation period are enclosed as Annexure-1 to this letter. Your initial assignment is at our office at Trivandrum. We expect that you will devote your full-time attention in carrying out your activities honestly and diligently; keeping in mind at all times the company's progress.

You are required to join our office (8th Floor, Yamuna SEZ IT Building, Phase 3 Campus, Technopark - 695 583, Ph: 0471 - 4061133) at 1000 hours on or before 11th March 2020. Please produce your original certificates for our verification on the day of joining. Please return a copy of this letter duly signed by you, as acceptance of the offer, to the above address within seven days.

We wish you all the best in your career.

Albert Daniel W

Assistant Manager - HR

Azfrt Dul

Travancore Analytics Private Limited.

Dated 03rd March 2020 at Trivandrum

Declaration

I have read and understood the terms and conditions of employment and the Annexure-1 given along with this letter and I am accepting the same.

Name:

Place:

Signature:

Date:



SERVATIRE GLOBAL PRIVATE LIMITED

4th Floor, Gayatri Building, Technopark Campus, Kazhakkoottam, Thiruvananthapuram 695 581, Kerala India

CIN: U72900KL2018PTC052309

E-Mail: info@servntire.com

SG/HR/082/2018

21/09/2018

Mr. Vipin K Das

Email: vipinkdas28@gmail.com

Dear Mr. Vipin,

Offer for Employment

SERVNTIRE GLOBAL is pleased to offer you the role of "Software Engineer" with the company. You will be reporting to the Chief Technology Officer. This position is based in Trivandrum, Kerala and your office of posting will be at Module 8, Gayatri Buildings, Technopark, Trivandrum.

You will be on probation for a period of Three months w.e.f 01st October till 31st December, 2018. During this period you will be paid a salary of Rs.10,000/- (Rupees Ten Thousand only), all inclusive. On successful completion of your probation and satisfactory performance appraisal, you will be absorbed in the company's permanent service as a Software Engineer with a consolidated CTC of Rs.15,000.00 (Rupees Fifteen Thousand Only). You are required to sign a Non- Disclosure, Non-Compete agreement and Service agreement before taking up the assignment.

You are required to work 8 hrs per day from 10.00 am to 6.00 pm, excluding Sundays and public holidays as per the company's policy. You may sign and return a copy of this offer letter as a token of your acceptance along with a self-attested copy of the following documents. Since the company is not providing any Laptop/Desk top you may bring your own device to work.

- 1. Address proof / ID Proof (Aadhar/ Voters ID/ Driving License).
- 2. Self-attested copy of educational certificates.
- 3. Two Passport size photographs.
- 4. Relieving Letter, Salary Certificate/Pay Slip from previous employer and three months Bank Statement of your salary account.
- 5. Contact details and name of person to be contacted in case of emergency

Please be informed that Netobjex.Inc has signed an LOI with Servntire Global Pvt Ltd, for acquiring the entire share capital of the company. Accordingly the terms of employment may vary depending on the requirements of the acquiring company.

Congratulations and welcome to Team Servntire!

Sincerely

mtop Officer.

Accept the offer

Vipto k Das

1/10/18





Akhil Mohandas, Arunodayam House, Kangazha P.O, Kottayam, Kerala-686541.

Dear Akhil,

Subject: Employment with FINGENT TECHNOLOGY SOLUTIONS PRIVATE LIMITED, KOCHI

Congratulations, on behalf of Fingent Technology Solutions Private LTD, Kochi (referred as FINGENT in this letter to you). We are very pleased to offer you a position within our organization. Your employment will be governed the rules, regulations and policies of FINGENT.

The following terms and conditions are applicable to you:

Position:

You are appointed to the position of Junior Software Engineer -Front End

Reporting:

You will report to the COE -Front End.

Date of joining:

Your start date in the position will be 4th May 2020 as agreed with you.

Station of your assignment:

Your position as of now will be based in **Kochi**. Should there be a need for change from the existing location that you are assigned, it will be communicated to you.

* obation & Training:

progress in the position on a regular basis and provide you with regular feedback. Based on the job requirement, you may have to attend a training program that would consist of classroom training and on-the-job training. The duration of the classroom training would be purely based on your job requirements. Your confirmation will be based on your positive contributions to the objectives laid down to you. Based on business requirement, period of training can be extended for a further period of six months or part thereof. Your continued employment with **FINGENT** is subject to your meeting the qualifying criteria during and at the end of the **training**. We will be in a position to confirm continued employment upon successful completion of the probationary period.

Work Timings:

Your normal hours of work are from 9:00 a.m. to 6.00 p.m., Monday to Friday. However, you would be required to work extended hours, if required, to support important clients or any other critical needs of **FINGENT**. You will receive additional time off to compensate the extended hours of work and will be allocated to you by your manager.

Fingent Technology Solutions Private Ltd



Ref No:9-JUL-CM-0015533

10-Jul-2018

Ms. GREESHMA SAJEEVAN

Sreeragam, Kandiyoor South, Thattarambalam P.O, Mavelikara-3,

Alappuzha.

Kandiyoor

Mavelikara

Kerala

690103

INDIA

OFFER OF EMPLOYMENT

Dear Ms. GREESHMA SAJEEVAN,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Pappachan Technologies Ltd.. have pleasure in offering you employment to serve as probationer as per the terms and conditions as given below:-

Designation

: SOFTWARE ENGINEER TRAINEE

Grade

: B2

Department

: INFORMATION TECHNOLOGY

Office

: THIRUVANANTHAPURAM HO(TECHNOPARK)

Location

: THIRUVANANTHAPURAM

Note: Your entity and/ or place of posting is subject to change at time based on the business requirement.

Kindly note the following

- Your Compensation details are as mentioned in Annexure A .
- II. Details of documents to be submitted on joining and brief of background verification are attached in Annexure B.
- III. Your appointment will be for a period of 12 Months probation. The confirmation thereafter will be at the discretion of the Management. You may also be transferred to any location / department / grade / designation as deemed fit by the Management at any time.
- IV. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or occupation or agency work during the training or employment period.

Muthoot Pappachan Technologies Ltd.

Muthoot Centre, Punnen Road, Trivandrum, Kerala - 695034 Tel:91 471 2331427,Fax:91 471 2331560, Email:muthoot@muthoot.com

www.muthoot.com



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(Accepted: Signature & Date)

- V. Your employment is subject to a probationary period as stated above. 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. Moreover, the Management can terminate your appointment as a Probationer at any time during the probationary period or during the extended period of probation without Notice or payment in lieu of Notice and without assigning any reason.
- VI. You shall show utmost honesty and integrity in all your dealings and conduct yourself in a manner not detrimental to the interests of the Group and shall also maintain absolute secrecy regarding the affairs of the Group as well as of its customers. You shall be punctual in attendance and shall also maintain cordial relation with all the colleagues.
- VII. If, you wish to resign from service early, you may do so by giving 60 days Notice of Resignation in writing and clearing of all dues. This is a binding obligation resting on you under the Group's service conditions, breach of which will compel the Management not to relieve you from service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
- VIII. You should join duties at the latest by **12-Jul-2018**. In case you do not communicate your acceptance of the offer within four days of receipt of the offer or/and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Group, in writing.
- IX. Kindly sign on all sheets of the offer letter as your acceptance of offer and the terms of employment as mentioned.
- X. This is an offer of appointment and upon your joining duties you will be issued a formal appointment letter, and your appointment shall be subject to the terms of this Offer and the Appointment Order, the Order prevailing over anything inconsistent.
- XI. Your appointment is subject to positive credential verification and, if any of the professional / personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or salary in lieu of.

Feel free to mail Mr. BIJITH KUMAR B at bijith.kb@muthoot.com for your queries and clarifications.

Wish you all the best and looking forward to have a mutually beneficial association,

Yours sincerely,

For Muthoot Pappachan Technologies Ltd.,



DEPARTMENT OF HUMAN RESOURCES

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ANNEXURE - A

COMPENSATION SHEET

Name

Ms. GREESHMA SAJEEVAN

Period of Probation

: 12 Months

Designation

SOFTWARE ENGINEER TRAINEE

Grade

Department

: INFORMATION TECHNOLOGY

Initial Place of posting :

THIRUVANANTHAPURAM

HO(TECHNOPARK)

Components	INR (Per Month)	INR (Per Annum)
Stipend	9000/-	108000/-
House Rent Allowance	3600/-	43200/-
Conveyance Allowance	1600/-	19200/-
Special Allowance	3800/-	45600/-
Gross Salary	18000/-	216000/-
CTC	18000/-	216000/-

Notes

- Employee's contribution towards statutory schemes and contribution to non statutory welfare / employee benefit i. schemes (if any), will be deducted from the monthly salary of employee as applicable.
- ii. Gratuity will be paid as per Payment of Gratuity Act, 1972.
- Income Tax declaration needs to be intimated to Finance Department immediately on joining based on which your income tax will be computed and deducted at source from monthly salary as applicable.
- Salary will be paid subject to deduction of income tax, professional tax and other deduction as governed by the relevant statutes / Group policy.
- If the Group decides to make any change in compensation structure / welfare scheme / benefit scheme in future as applicable to your grade / designation, the same will be binding on you.

For Muthoot Pappachan Technologies Ltd.,



TOJO JOSE CHIEF HUMAN RESOURCES OFFICER **DEPARTMENT OF HUMAN RESOURCES**

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ANNEXURE - B A. Background Verification

As per our Group policy and part of selection/joining formalities, all selected candidates will undergo a thorough background verification of personal and professional credentials. The same will be done internally or through an external agency. Upon your joining, you need to submit all the credentials and the same will be verified. Furthermore, you need to undergo medical fitness test by a Group prescribed physician at any time as per Group's requirement. Your appointment will be subject to satisfactory / positive report on all the below mentioned items. All photocopies submitted to be duly attested by Gazetted officer with office seal.

B. Documents to be submitted on joining 1. Proof of photo identity, residential address & educational qualifications

- Photo Identity Proof: PAN Card or Voters ID Card or Aadhar Card or Driving License or Bank Passbook with photograph
- Proof of Date of Birth: School Leaving Certificate or Birth Certificate or Passport or Aadhar Card or PAN Card or Driving license
- Proof of residence address: Passport or Electricity Bill [current] or Bank Statement or Passbook with reference of current residential address or Address endorsed by State / Central Gazetted Officers with official
- Proof of educational qualifications: Final year mark sheet and Course certificate of Xth , XIIth and certification or diploma courses (if any) and final year mark sheet and Degree Certificate of Graduation, Post Graduation and higher qualification (if any)

2. Proof of previous work experience [Only for candidates with work experience]

• Experience Proof or Relieving letter or Offer / Appointment letter and last two pay slips or Latest increment / promotion or confirmation letter and last two pay slips or Resignation acceptance letter / mail and offer letter or latest increment / promotion / confirmation letter

Note: If experience is less than one year in the previous organization and if the total work experience is more than one year, then documentary proof from last two organizations should be provided. Otherwise, documentary proof from only last organization is required.

3. Other documents

- Copy of the offer letter duly signed.
- Copy of PAN Card.
- Form 16 or TDS Certificate.
- Medical certificate from a registered medical practitioner.
- Police verification certificate from the police station having jurisdiction over the area where candidate is residing
 - Six passport size photographs.

For Muthoot Pappachan Technologies Ltd.,



TOJO JOSE CHIEF HUMAN RESOURCES OFFICER **DEPARTMENT OF HUMAN RESOURCES**

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Ref No:8-JUL-CM-0015525

10-Jul-2018

Mr. SHINE SEBASTIAN Arumana (h) Chelakompu P.O Karukachal Kottayam(Dist) Karukachal Chelakompu P.O Kottayam Kerala 686540 INDIA

OFFER OF EMPLOYMENT

Dear Mr. SHINE SEBASTIAN,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Pappachan Technologies Ltd.. have pleasure in offering you employment to serve as probationer as per the terms and conditions as given below:-

Designation

Grade

Department

Office

Location

: SOFTWARE ENGINEER TRAINEE

: B2

: INFORMATION TECHNOLOGY

: THIRUVANANTHAPURAM HO(TECHNOPARK)

: THIRUVANANTHAPURAM

Note: Your entity and/ or place of posting is subject to change at time based on the business requirement.

Kindly note the following

- 1. Your Compensation details are as mentioned in Annexure A .
- Details of documents to be submitted on joining and brief of background verification are attached in Annexure B. 11.
- Your appointment will be for a period of 12 Months probation. The confirmation thereafter will be at the discretion of the Management. You may also be transferred to any location / department / grade / designation as deemed fit by the Management at any time.
- IV. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or occupation or agency work during the training or employment period.

Muthoot Pappachan Technologies Ltd. Muthoot Centre, Punnen Road, Trivandrum, Kerala - 695034 Tel:91 471 2331427,Fax:91 471 2331560, Email:muthoot@muthoot.com www.muthoot.com



1

(Accepted: Signature & Date)

- V. Your employment is subject to a probationary period as stated above. 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. Moreover, the Management can terminate your appointment as a Probationer at any time during the probationary period or during the extended period of probation without Notice or payment in lieu of Notice and without assigning any reason.
- VI. You shall show utmost honesty and integrity in all your dealings and conduct yourself in a manner not detrimental to the interests of the Group and shall also maintain absolute secrecy regarding the affairs of the Group as well as of its customers. You shall be punctual in attendance and shall also maintain cordial relation with all the colleagues.
- VII. If, you wish to resign from service early, you may do so by giving **60** days' Notice of Resignation in writing and clearing of all dues. This is a binding obligation resting on you under the Group's service conditions, breach of which will compel the Management not to relieve you from service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
- VIII. You should join duties at the latest by **12-Jul-2018**. In case you do not communicate your acceptance of the offer within four days of receipt of the offer or/and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Group, in writing.
- IX. Kindly sign on all sheets of the offer letter as your acceptance of offer and the terms of employment as mentioned.
- X. This is an offer of appointment and upon your joining duties you will be issued a formal appointment letter, and your appointment shall be subject to the terms of this Offer and the Appointment Order, the Order prevailing over anything inconsistent.
- XI. Your appointment is subject to positive credential verification and, if any of the professional / personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or salary in lieu of.

Feel free to mail Mr. BIJITH KUMAR B at bijith.kb@muthoot.com for your queries and clarifications.

Wish you all the best and looking forward to have a mutually beneficial association,

Yours sincerely.

For Muthoot Pappachan Technologies Ltd.,

-3/

TOJO JOSE CHIEF HUMAN RESOURCES OFFICER DEPARTMENT OF HUMAN RESOURCES

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ANNEXURE - A

COMPENSATION SHEET

Name

Mr. SHINE SEBASTIAN

Designation Department

SOFTWARE ENGINEER TRAINEE

Period of Probation

12 Months

INFORMATION TECHNOLOGY

Grade

B₂

Initial Place of posting :

THIRUVANANTHAPURAM

HO(TECHNOPARK)

Components	INR (Per Month)	INR (Per Annum)
Stipend	9000/-	108000/-
House Rent Allowance	3600/-	43200/-
Conveyance Allowance	1600/-	19200/-
Special Allowance	3800/-	45600/-
Gross Salary	18000/-	216000/-
CTC	18000/-	216000/-

Notes

- Employee's contribution towards statutory schemes and contribution to non statutory welfare / employee benefit schemes (if any), will be deducted from the monthly salary of employee as applicable.
- Gratuity will be paid as per Payment of Gratuity Act, 1972.
- Income Tax declaration needs to be intimated to Finance Department immediately on joining based on which your income tax will be computed and deducted at source from monthly salary as applicable.
- Salary will be paid subject to deduction of income tax, professional tax and other deduction as governed by the relevant statutes / Group policy.
- If the Group decides to make any change in compensation structure / welfare scheme / benefit scheme in future as applicable to your grade / designation, the same will be binding on you.

For Muthoot Pappachan Technologies Ltd.,



TOJO JOSE CHIEF HUMAN RESOURCES OFFICER **DEPARTMENT OF HUMAN RESOURCES**

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3

(Accepted: Signature & Date)

ANNEXURE - B A. Background Verification

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Upon your joining, you need to submit all the credentials and the same will be verified. Furthermore, you need to undergo medical fitness test by a Group prescribed physician at any time as per Group's requirement. Your appointment will be subject to satisfactory / positive report on all the below mentioned items. All photocopies submitted to be duly attested by Gazetted officer with office seal.

B. Documents to be submitted on joining 1. Proof of photo identity, residential address & educational qualifications

- Photo Identity Proof: PAN Card or Voters ID Card or Aadhar Card or Driving License or Bank Passbook with photograph
- Proof of Date of Birth: School Leaving Certificate or Birth Certificate or Passport or Aadhar Card or PAN Card or Driving license
- Proof of residence address: Passport or Electricity Bill [current] or Bank Statement or Passbook with reference of current residential address or Address endorsed by State / Central Gazetted Officers with official stamp
- Proof of educational qualifications: Final year mark sheet and Course certificate of Xth, XIIth and certification or diploma courses (if any) and final year mark sheet and Degree Certificate of Graduation, Post Graduation and higher qualification (if any)

2. Proof of previous work experience [Only for candidates with work experience]

 Experience Proof or Relieving letter or Offer / Appointment letter and last two pay slips or Latest increment / promotion or confirmation letter and last two pay slips or Resignation acceptance letter / mail and offer letter or latest increment / promotion / confirmation letter

Note: If experience is less than one year in the previous organization and if the total work experience is more than one year, then documentary proof from last two organizations should be provided. Otherwise, documentary proof from only last organization is required.

3. Other documents

- Copy of the offer letter duly signed.
- Copy of PAN Card.
- Form 16 or TDS Certificate.
- Medical certificate from a registered medical practitioner.
- Police verification certificate from the police station having jurisdiction over the area where candidate is residing
 - Six passport size photographs.

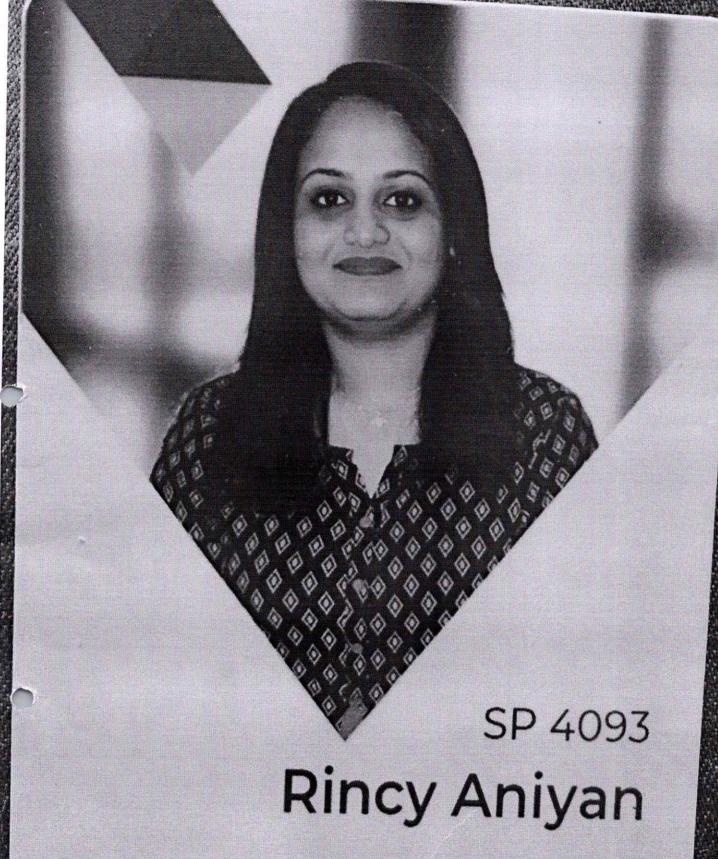
For Muthoot Pappachan Technologies Ltd.,

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TOJO JOSE CHIEF HUMAN RESOURCES OFFICER DEPARTMENT OF HUMAN RESOURCES

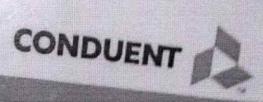
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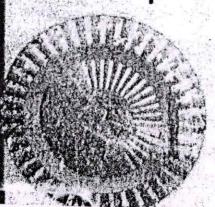
Alliama



Shilpa Achamma Koshi

188310

Blood Group: B+ve



Authorised Signatery



SHARON MARY SAM ARI - 104



Akira Software Solutions Pvt Ltd
Nila, Technopark, Trivandrum - 695581, Kerala, India.



LINTU MATHEW SOFTWARE DEVELOPER

Dept : Development Team

Email : mail@deziroinfosign.com

Phone : +91-7994005400

Emp. Code: 105

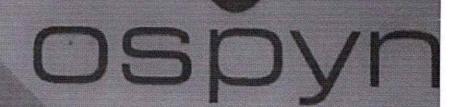


DEZIRO INFO SIGN

CICHATURE OF DECIRE AND INFORMATION TECHNOLOGY

MAILEDEZIROINFOSIGN.COM

WWW DEZIROINFOSIGN COM





Jobin George Employee ID: 1176

Issuing signatory

4th Floor, Thejaswini, Technopark tvandrum - 695 581, Tel: 0471 654040

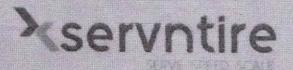
Geojit Technologies



GOKUL KRISHNA 15716

GEOJIT TECHNOLOGIES PVT. LTD
9th floor, 34/659-P, Civil Line Rd.,
Padivattom, Ernakulam, Kerala, India - 682 024

Tel.: +91 484 2901000, gtl@geojit.com www.geojittechnologies.com



SERVITIRE GLOBAL PRIVATE LIMITED

4th Ficor, Gayatri Building, Technopark Campus, Kazhakkoottam, Thiruvananthapuram 695 581, Ketala India

CIN: U72900KL2018PTC052309 E-Mail: info@servntire.com

SG/HR/083/2018

21/09/2018

Mr. Linto Thomas

Email: spilockathorostromass great com

Dear Mr. Linto.

Offer for Employment

SERVNTIRE GLOBAL is pleased to offer you the role of "Software Engineer" with the company. You will be reporting to the Chief Technology Officer. This position is based in Trivandrum, Kerala and your office of posting will be at Module 8, Gayatri Buildings, Technopark, Trivandrum

You will be on probation for a period of Three months wielf 01° October till 31st December, 2018. During this period you will be paid a salary of Rs. 10,000/ (Rupees Ten Thousand only), all inclusive. On successful completion of your probation and satisfactory performance appraisal you will be absorbed in the company's permanent service as a Software Engineer with a consolidated CTC of Rs. 15,000.00 (Rupees Fifteen Thousand Only). You are required to sign a Non- Disclosure. Non-Compete agreement and Service agreement before taking up the assignment.

You are required to work 8 hrs per day from 10.00 am to 6.00 pm, excluding Sundays and public holidays as per the company's policy. You may sign and return a copy of this offer letter as a token of your acceptance along with a self-attested copy of the following documents. Since the company is not providing any Laptop/Desk top you may bring your own device to work.

- 1 Address proof / ID Proof (Aadhar/ Voters ID/ Driving License).
- 2. Self-attested copy of educational certificates.
- 3. Two Passport size photographs
- 4. Relieving Letter, Salary Certificate/Pay Slip from previous employer and three months Bank Statement of your salary account.
- 5. Contact details and name of person to be contacted in case of emergency

Please be informed that Netobjex inc has signed an LOI with Servntire Global Pvt Ltd, for acquiring the entire shere capital of the company. Accordingly the terms of employment may vary depending on the requirements of the acquiring company.

Congratulations and welcome to Team Servntire!

Gratic Officer

Sincerely

SERVITIRE COM



SERVNTIRE GLOBAL PRIVATE LIMITED

4th Floor, Gayatri Building, Technopark Campus, Kazhakkoottam, Thiruvananthapuram 695 581, Kerala India

CIN: U72900KL2018PTC052309 E-Mail: info@servntire.com

SG/HR/084/2018

21/09/2018

Mr. Mahesh M

Email: mahesh30795@gmail.com

Dear Mr. Mahesh,

Offer for Employment

SERVNTIRE GLOBAL is pleased to offer you the role of "Software Engineer" with the company. You will be reporting to the Chief Technology Officer. This position is based in Trivandrum, Kerala and your office of posting will be at Module 8, Gayatri Buildings, Technopark, Trivandrum.

You will be on probation for a period of Three months w.e.f 01st October till 31st December, 2018. During this period you will be paid a salary of Rs.10,000/- (Rupees Ten Thousand only), all inclusive. On successful completion of your probation and satisfactory performance appraisal, you will be absorbed in the company's permanent service as a Software Engineer with a consolidated CTC of Rs.15,000.00 (Rupees Fifteen Thousand Only). You are required to sign a Non- Disclosure, Non-Compete agreement and Service agreement before taking up the assignment.

You are required to work 8 hrs per day from 10.00 am to 6.00 pm, excluding Sundays and public holidays as per the company's policy. You may sign and return a copy of this offer letter as a token of your acceptance along with a self-attested copy of the following documents. Since the company is not providing any Laptop/Desk top you may bring your own device to work.

- 1. Address proof / ID Proof (Aadhar/ Voters ID/ Driving License).
- 2. Self-attested copy of educational certificates.
- 3. Two Passport size photographs.
- 4. Relieving Letter, Salary Certificate/Pay Slip from previous employer and three months Bank Statement of your salary account.
- 5. Contact details and name of person to be contacted in case of emergency

Please be informed that Netobjex. Inc has signed an LOI with Servntire Global Pvt Ltd, for acquiring the entire share capital of the company. Accordingly the terms of employment may vary depending on the requirements of the acquiring company.

Congratulations and welcome to Team Servntire!

Sincerely,

SERVNTIRE.COM

Registered Office: TC 29/235, Krishnakripa, Pettah P.O, Trivandrum 695 024



Ref No:8-JUL-CM-0015524

10-Jul-2018

Mr. DILEEP M DASS
Puthen Veedu, Mattom North
Thattarambalam po, Mavelikara
THattarambalam po
Mavelikara
Kerala
690103
INDIA

OFFER OF EMPLOYMENT

Dear Mr. DILEEP M DASS,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Pappachan Technologies Ltd.. have pleasure in offering you employment to serve as probationer as per the terms and conditions as given below:-

Designation

Grade

Department

Office

Location

: SOFTWARE ENGINEER TRAINEE

: B2

: INFORMATION TECHNOLOGY

: THIRUVANANTHAPURAM HO(TECHNOPARK)

: THIRUVANANTHAPURAM

Note: Your entity and/ or place of posting is subject to change at time based on the business requirement.

Kindly note the following

- Your Compensation details are as mentioned in Annexure A .
- II. Details of documents to be submitted on joining and brief of background verification are attached in Annexure B.
- III. Your appointment will be for a period of 12 Months probation. The confirmation thereafter will be at the discretion of the Management. You may also be transferred to any location / department / grade / designation as deemed fit by the Management at any time.
- IV. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or occupation or agency work during the training or employment period.

Muthoot Pappachan Technologies Ltd.

Muthoot Centre, Punnen Road, Trivandrum, Kerala - 695034 Tel:91 471 2331427,Fax:91 471 2331560, Email:muthoot@muthoot.com

www.muthoot.com







Ref No:9-JUL-CM-0015532

10-Jul-2018

Ms. ARCHANA MOHANAN
Neduvelettu,Thirumoolapuram P.O,Thiruvalla
Pathanamthitta ,Kerala
Thirumoolapuram
Thiruvalla
Kerala
689115
INDIA

OFFER OF EMPLOYMENT

Dear Ms. ARCHANA MOHANAN,

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Pappachan Technologies Ltd.. have pleasure in offering you employment to serve as probationer as per the terms and conditions as given below:-

Designation

: SOFTWARE ENGINEER TRAINEE

Grade

: B2

Department

: INFORMATION TECHNOLOGY

Office

: THIRUVANANTHAPURAM HO(TECHNOPARK)

Location

: THIRUVANANTHAPURAM

Note: Your entity and/ or place of posting is subject to change at time based on the business requirement.

Kindly note the following

- I. Your Compensation details are as mentioned in Annexure A.
- II. Details of documents to be submitted on joining and brief of background verification are attached in Annexure B.
- III. Your appointment will be for a period of 12 Months probation. The confirmation thereafter will be at the discretion of the Management. You may also be transferred to any location / department / grade / designation as deemed fit by the Management at any time.
- IV. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or occupation or agency work during the training or employment period.

Muthoot Pappachan Technologies Ltd.

Muthoot Centre, Punnen Road, Trivandrum, Kerala - 695034 Tel:91 471 2331427, Fax:91 471 2331560, Email:muthoot@muthoot.com

www.muthoot.com



1

(Accepted: Signature & Date)

- V. Your employment is subject to a probationary period as stated above. 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. Moreover, the Management can terminate your appointment as a Probationer Notice and without assigning any reason.
- VI. You shall show utmost honesty and integrity in all your dealings and conduct yourself in a manner not detrimental to the interests of the Group and shall also maintain absolute secrecy regarding the affairs of the Group as well as of its customers. You shall be punctual in attendance and shall also maintain cordial relation with all the colleagues.
- VII. If, you wish to resign from service early, you may do so by giving **60** days Notice of Resignation in writing and clearing of all dues. This is a binding obligation resting on you under the Group's service conditions, breach of which will compel the Management not to relieve you from service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
- VIII. You should join duties at the latest by **12-Jul-2018**. In case you do not communicate your acceptance of the offer within four days of receipt of the offer or/and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Group, in writing.
- IX. Kindly sign on all sheets of the offer letter as your acceptance of offer and the terms of employment as mentioned.
- X. This is an offer of appointment and upon your joining duties you will be issued a formal appointment letter, and your appointment shall be subject to the terms of this Offer and the Appointment Order, the Order prevailing over anything inconsistent.
- XI. Your appointment is subject to positive credential verification and, if any of the professional / personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or salary in lieu of.

Feel free to mail Mr. BIJITH KUMAR B at bijith.kb@muthoot.com for your queries and clarifications.

Wish you all the best and looking forward to have a mutually beneficial association,

Yours sincerely,

For Muthoot Pappachan Technologies Ltd.,

TOJO JOSE CHIEF HUMAN RESOURCES OFFICER DEPARTMENT OF HUMAN RESOURCES

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2

ANNEXURE - A

COMPENSATION SHEET

Name

Ms. ARCHANA MOHANAN

Period of Probation

12 Months

Designation

SOFTWARE ENGINEER TRAINEE

Grade

Department

INFORMATION TECHNOLOGY

Initial Place of posting :

THIRUVANANTHAPURAM

HO(TECHNOPARK)

Month) INR (Per Annum) 9000/- 3600/- 43200
3600/- 43200
40200
1600/-
10200
18000/- 45600 18000/- 216000

Notes

- Employee's contribution towards statutory schemes and contribution to non statutory welfare / employee benefit schemes (if any), will be deducted from the monthly salary of employee as applicable.
- ii. Gratuity will be paid as per Payment of Gratuity Act, 1972.
- Income Tax declaration needs to be intimated to Finance Department immediately on joining based on which your income tax will be computed and deducted at source from monthly salary as applicable.
- Salary will be paid subject to deduction of income tax, professional tax and other deduction as governed by the relevant statutes / Group policy.
- If the Group decides to make any change in compensation structure / welfare scheme / benefit scheme in future as applicable to your grade / designation, the same will be binding on you.

For Muthoot Pappachan Technologies Ltd.,



TOJO JOSE CHIEF HUMAN RESOURCES OFFICER

DEPARTMENT OF HUMAN RESOURCES

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ANNEXURE - B A. Background Verification

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B. Documents to be submitted on joining 1. Proof of photo identity, residential address & educational qualifications

- Photo Identity Proof: PAN Card or Voters ID Card or Aadhar Card or Driving License or Bank Passbook with photograph
- Proof of Date of Birth: School Leaving Certificate or Birth Certificate or Passport or Aadhar Card or PAN Card or Driving license
- Proof of residence address: Passport or Electricity Bill [current] or Bank Statement or Passbook with reference of current residential address or Address endorsed by State / Central Gazetted Officers with official stamp
- Proof of educational qualifications: Final year mark sheet and Course certificate of Xth, XIIth and certification or diploma courses (if any) and final year mark sheet and Degree Certificate of Graduation, Post Graduation and higher qualification (if any)

2. Proof of previous work experience [Only for candidates with work experience]

 Experience Proof or Relieving letter or Offer / Appointment letter and last two pay slips or Latest increment / promotion or confirmation letter and last two pay slips or Resignation acceptance letter / mail and offer letter or latest increment / promotion / confirmation letter

Note: If experience is less than one year in the previous organization and if the total work experience is more than one year, then documentary proof from last two organizations should be provided. Otherwise, documentary proof from only last organization is required.

3. Other documents

- Copy of the offer letter duly signed.
- Copy of PAN Card.
- Form 16 or TDS Certificate.
- Medical certificate from a registered medical practitioner.
- Police verification certificate from the police station having jurisdiction over the area where candidate is residing
 - Six passport size photographs.

For Muthoot Pappachan Technologies Ltd.,

- A

TOJO JOSE CHIEF HUMAN RESOURCES OFFICER DEPARTMENT OF HUMAN RESOURCES

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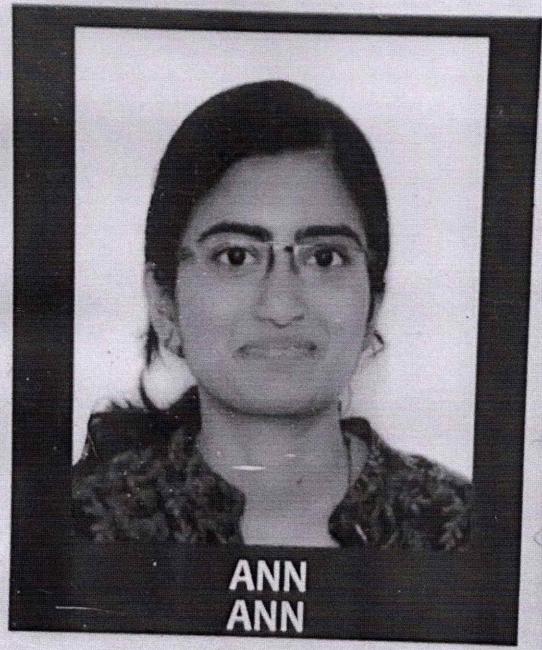
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Archa Lal



TATA CONSULTANCY SERVICES

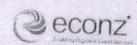


Card No 266227 Associate No 1634685 Blood Group O+

Tata Consultancy Services Ltd.
TES House, Raveline Street, Fort

Mumbai 400001,India







Ajo Sam Web Developer Trainee

ID ECZ284

Econz IT Services Private Limited



Manjilas Food Tech Pvt. Ltd.

GST No.: 32AADCM4997N1ZV Regd. Office: TC-16-1382, Sasthri Road, Nellikunnu, Thrissur – 680 005, Kerala, India CIN: U15499KL1999PTC013100 Ph : 0091-487 - 2420895, 2428125, 2425160 E-mail: info@manjilas.com

MATHAI MATHEW

Mar Athanasios College for Advanced Studies Tiruvalla.

May 23, 2018

Sub.: Offer Letter

Dear Mr Mathai Mathew,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of Executive-Quality Control with current posting at Manjilas Food Tech Pvt. Ltd. situated at Pollachi on the following terms and conditions:

- 1. You will join us on or before June 6, 2018.
- 2. You will be getting a Monthly CTC of Rs 18009/- (Rupees Eighteen thousand and nine). The break-up of your salary mentioned below:

Earnings		Deductions	
Head of Earnings	INR	Head of Deductions	INR
Basic+DA	6000	PF	1440
HRA	3000	ESI	236
Conveyance Allowance	4500		250
Wash Allowance	1500	Polity-mention statement	
Gross	15000	Total deduction	1676
Net salary	13324		1070
PF.	1579		
ESI AVARAN AVARAN	641		110
Gratuity	288	The state of the s	
Bonus	500		
CTC	18009		

- 3. Your next increment will be applicable during the annual appraisal period in April 2019 or after one year from the date of joining.
- 4. This offer of employment is conditioned upon the successful verification of background and referrence check.
- 5. You will be on probation for a period of 6 months. Thoroughly depending upon your performance your appointment will be confirmed by issuing a confirmation letter.

BRANCHES: Kottekad, Kuttur P.O., Thrissur - 680 013, Kerala, India. Ph; 0487 - 2210654, 2211407, E-mail: mftkkd@manjilas.com Cheramangalam P.O., Palakkad - 678 703, Kerala, India. Ph. 0492 3242240, E-mail: maflpkd@manjilas.com Naripotta, Kunissery P.O., Palakkad - 678 681, Kerala, India. Ph. 0492 2201343, 2201348, E-mail: mafinaripotta@manjilas.com

- 6. This letter holds good till the period of your joining. Once you join us, will be issued an appointment letter.
- 7. Functionally you will have to report to the Assistant Manager QC and operationally you will ahve to report to the Assistant Manager- PURCHASE or such other officers designated by the Management from time to time.
- 8. The management may transfer you for work in any field or place in any of its offices in India, existing or to be opened in future. Your services may also be used for work for any of the associates or allied concerns of the company or on deputation to any customers for which you will not be entitled to any additional salary or compensation.
- 9. You will be governed by the Rules and Regulations of Manjilas Food Tech Pvt.Ltd.
- 10. Once you complete your probation period you will be eligible to get all the other facilities prevailing for the employees of the group.
- 11. You shall not be joining any of the competitor companies for a period of one year after you leave this company.
- 12. You will have to give one month clear notice or one month's salary in lieu of notice before leaving the services of our organization.
- 13. This offer of your employment is subject to your submitting the copies of following documents.
 - Copies of Experience and Relieving Letter from the previous employer.
 - Copies of last 3 Month's Salary Slip.
 - · Copies of certificates showing your educational qualification as mentioned in your CV.
 - Proof of your Residential Address.
 - ID Proof for opening Bank Account Aadhar Card (2 Copies).
 - Three passport size photographs.
 - · One postcard size family photo (employee with parents/spouse/children) for employees coming under ESI.
 - · Details of your family members including their Aadhar Number and Date of Birth (to be furnished in the prescribed format given by us).
 - Copy of bank passbook.
 - Form 12-B from previous employer (For TDS).
 - Copy of PAN Card.

If the above offer is acceptable, please sign and return the duplicate copy of this letter.

We welcome you to Manjilas Family and wish you a happy and successful stay with us.

Thanking you,

For Manjilas Food Tech Pvt. Ltd.

Stanly Chirayath Junior AGM - HR & ADMIN

I accept the above offer letter



Manjilas Food Tech Pvt. Ltd.

GST No.: 32AADCM4997N1ZV CIN: U15499KL1999PTC013100 Regd. Office :TC-16-1382, Sasthri Road, Nellikunnu, Thrissur – 680 005, Kerala, India. Ph : 0091-487 – 2420895, 2428125, 2425160 E-mail: info@manjilas.com Visit us : www.manjilas.com

SIBIN BABU

May 23,2018

Mar Athanasios College for Advanced Studies Tiruvalla.

Sub.: Offer Letter

Dear Mr Sibin Babu,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **Executive-Quality Control** with current posting at Manjilas Food Tech Pvt. Ltd. situated at Pollachi on the following terms and conditions:

- 1. You will join us on or before June 6, 2018.
- You will be getting a Monthly CTC of Rs 18009/- (Rupees Eighteen thousand and nine). The break-up of your salary mentioned below:

Earnings		Deductions	
Head of Earnings	INR	Head of Deductions	INR
Basic+DA	6000	PF	1440
HRA	3000	ESI	236
Conveyance Allowance	4500		
Wash Allowance	1500		
Gross	15000	Total deduction	1676
Net salary	13324		
PF	1579		
ESI	641		
Gratuity	288		
Bonus	500		
CTC	18009		

- Your next increment will be applicable during the annual appraisal period in April 2019 or after one year from the date of joining.
- This offer of employment is conditioned upon the successful verification of background and referrence check.
- 5. You will be on probation for a period of 6 months. Thoroughly depending upon your performance your appointment will be confirmed by issuing a confirmation letter.

BRANCHES: Kottekad, Kuttur P.O., Thrissur - 680 013, Kerala, India. Ph: 0487 - 2210654, 2211407, E-mail: mftkkd@manjilas.com Cheramangalam P.O., Palakkad - 678 703, Kerala, India. Ph: 0492 3242240, E-mail: maflpkd@manjilas.com Naripotta, Kunissery P.O., Palakkad - 678 681, Kerala, India. Ph: 0492 2201343, 2201348, E-mail: maflnaripotta@manjilas.com

i accept are above offer fetter

- This letter holds good till the period of your joining. Once you join us, will be issued an appointment letter.
- 7. Functionally you will have to report to the Assistant Manager QC and operationally you will have to report to the Assistant Manager- PURCHASE or such other officers designated by the Management from time to time.
- 8. The management may transfer you for work in any field or place in any of its offices in India, existing or to be opened in future. Your services may also be used for work for any of the associates or allied concerns of the company or on deputation to any customers for which you will not be entitled to any additional salary or compensation.
- 9. You will be governed by the Rules and Regulations of Manjilas Food Tech Pvt.Ltd.
- 10. Once you complete your probation period you will be eligible to get all the other facilities prevailing for the employees of the group.
- 11. You shall not be joining any of the competitor companies for a period of one year after you leave this company.
- 12. You will have to give one month clear notice or one month's salary in lieu of notice before leaving the services of our organization.
- 13. This offer of your employment is subject to your submitting the copies of following documents.
 - Copies of Experience and Relieving Letter from the previous employer.
 - Copies of last 3 Month's Salary Slip.
 - Copies of certificates showing your educational qualification as mentioned in your CV.
 - Proof of your Residential Address.
 - ID Proof for opening Bank Account Aadhar Card (2 Copies).
 - Three passport size photographs.
 - One postcard size family photo (employee with parents/spouse/children) for employees coming under ESI.
 - Details of your family members including their Aadhar Number and Date of Birth (to be furnished in the prescribed format given by us).
 - Copy of bank passbook.
 - Form 12-B from previous employer (For TDS).
 - Copy of PAN Card.

If the above offer is acceptable, please sign and return the duplicate copy of this letter.

We welcome you to Manjilas Family and wish you a happy and successful stay with us.

Thanking you,

For Manjilas Food Tech Pvt. Ltd.

Stanly Chirayath Junior AGM - HR & ADMIN

I accept the above offer letter



Manjilas Food Tech Pvt. Ltd.

GST No.: 32AADCM4997N1ZV CIN: U15499KL1999PTC013100 Regd. Office :TC-16-1382, Sasthri Road, Nellikunnu, Thrissur – 680 005, Kerala, India, Ph : 0091-487 – 2420895, 2428125, 2425160 E-mail: info@manjilas.com Visit us : www.manjilas.com

ALEENA T MATHEWS

Mar Athanasios College for Advanced Studies Tiruvalla.

May 23, 2018

Sub.: Offer Letter

Dear Ms Aleena T Mathews,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **Senior Executive-Quality Control** with current posting at Manjilas Food Tech Pvt. Ltd. situated at Pollachi on the following terms and conditions:

- 1. You will join us on or before June 6, 2018.
- You will be getting a Monthly CTC of Rs 21823/- (Rupees twenty one thousand eight hundred and twenty three). The break-up of your salary mentioned below:

Earnings		Deductions	
Head of Earnings	INR	Head of Deductions	
Basic+DA	8000	ESI ESI	INR
HRA	4000	Loi	315
Conveyance Allowance	6000		
Wash Allowance	2000		
Gross	20000	Total deduction	
Net salary	19685	2 otar deduction	315
ESI	855		
Gratuity	385		
Bonus	583		
CTC	21823		

- Your next increment will be applicable during the annual appraisal period in April 2019 or after one year from the date of joining.
- This offer of employment is conditioned upon the successful verification of background and referrence check.
- You will be on probation for a period of 6 months. Thoroughly depending upon your performance your appointment will be confirmed by issuing a confirmation letter.

BRANCHES: Kottekad. Kuttur P.O., Thrissur - 680 013, Kerala. India. Ph: 0487 - 2210654, 2211407, E-mail: mftkkd@manjilas.com
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Naripotta, Kunissery P.O., Palakkad - 678 681, Kerala, India. Ph: 0492 2201343, 2201348, E-mail: maflnaripotta@manjilas.com

- 6. This letter holds good till the period of your joining. Once you join us, will be issued an appointment letter.
- 7. Functionally you will have to report to the Manager QUALITY ASSURANCE or such other officers designated by the Management from time to time.
- 8. The management may transfer you for work in any field or place in any of its offices in India, existing or to be opened in future. Your services may also be used for work for any of the associates or allied concerns of the company or on deputation to any customers for which you will not be entitled to any additional salary or compensation.
- 9. You will be governed by the Rules and Regulations of Manjilas Food Tech Pvt.Ltd.
- 10. Once you complete your probation period you will be eligible to get all the other facilities prevailing for the employees of the group.
- 11. You shall not be joining any of the competitor companies for a period of one year after you leave this company.
- 12. You will have to give one month clear notice or one month's salary in lieu of notice before leaving the services of our organization.
- 13. This offer of your employment is subject to your submitting the copies of following documents.
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 - ID Proof for opening Bank Account Aadhar Card (2 Copies).
 - Three passport size photographs.
 - · One postcard size family photo (employee with parents/spouse/children) for employees coming under ESI.
 - Details of your family members including their Aadhar Number and Date of Birth (to be furnished in the prescribed format given by us).
 - Copy of bank passbook.
 - Form 12-B from previous employer (For TDS).
 - Copy of PAN Card.

If the above offer is acceptable, please sign and return the duplicate copy of this letter.

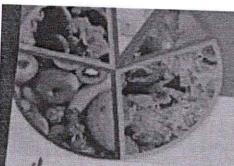
We welcome you to Manjilas Family and wish you a happy and successful stay with us.

Thanking you.

For Manjilas Food Tech Pvt. Ltd.

Stanly Chirayath Junior AGM - HR & ADMIN

I accept the above offer letter



FOOD SAFETY INDIA PYT LTD Food Safety Consulting, On-site Management, Hygiene Audits



FSI/Admin/OL/76

JESLA JOHN

Kerala,

Ph:8138065152,

Mail: johnhesla1994@gmail.com

04.03.2021

OFFER LETTER

Dear Ms. JESLA JOHN

The approval of the Director, Food Safety India Pvt Ltd. is hereby intimated on your appointment as Food Safety - Coordinator(M/s. Microsoft India R&D Pvt Ltd ,located at Bangalore, Karnataka), w.e.f 10.03.2021. Your appointment will be on a consolidated salary of Rs. 2,40,000/- as Gross salary per Annum and other travelling allowances which are included in that gross salary.

- The Job Profile would be issued subsequently along with the Joining of duties and your appointment order will be issued on confirmation by the competent authority after your probation period.
- 2. You may kindly inform us confirming your consent.

Yours Sincerely

For Food Safety India Pvt Ltd.

THE CRAMANE

Executive Director

CC:-Manager – Admin Personal File

1800/2001

st: Office: House Nor #1-39-147/1, Plot No.61. PR Nager, West Venkatapuram, Alwal, Secunderalise 15. Anchra Pradesh, INDIA

Office: Plot Wei #232, Based No 10. Biscodevi Nagar, Venscatapuram, Alwal, Secunderabari-15, Andhra Fredesh, INDIA

+91 9676-766-866, +91 9908-55 68-77

Email: chaganti.ip@gmail.com www.ap/codeslety.in



MRAHAD, BANGALORE, WARANGAL, ANDHRA PRADESH A DIVISION OF FOOD SAFETY INDIA PVT LTD.

തിരുവനന്തപുരം മേഖല സഹകരണ ക്ഷീരോൽപാദക യൂണിയൻ ക്ലിപ്തം THIRUVANANTHAPURAM REGIONAL CO-OPERATIVE MILK PRODUCERS' UNION LTD.

(Affiliated to KCMMF Ltd.)

Regd.AD / Induplicate Dated:26.11.2019.

No.TRU/PER/2-C (CHEMIST) 2019 /2910

Smt. SERA TREESA MATHEW, ALAPPAT HOUSE, PARAMPUZHA P.O, KOTTAYAM.

Madam,

Sub: Appointment to the post of BACTERIOLOGIST/ CHEMIST on Contract basis in Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd.

Interview conducted on 14.11.2019 at the Head Office of TRCMPU Ltd.

With reference to the interview conducted for selection to the post of Bacteriologist/ Chemist on Contract basis, Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd is pleased to offer you appointment on fixed term contract to the post of BACTERIOLOGIST/ CHEMIST at Kellam Dairy, Thevally, Kellam subject to the following terms and conditions: -

- 1. This term contract appointment will be for a period of One year or till the joining of permanent hand in the post whichever is earlier, from the date of joining the contract service and will automatically expire on completion of the period of appointment.
- 2. On joining duty, you will be paid Rs.27,000/- (Consolidated) per month and you will not be eligible for any other benefits other than the consolidated pay during the term of appointment except the statutory benefits if any applicable such as EPF, ESI etc. and providing such statutory benefits will not alter your status as a temporary employee on
- 3. This Offer will not confer you any right of regularization or claiming preference in any
- 4. The conditions of your service in the Union will be governed by the Staff Regulations as
- 5. Your services are liable to be transferred to any of the Offices / Units under the Union, if it
- 6. You should truly and faithfully serve the Union, obey its lawful orders, maintain its secrecy, diligently and carefully learn the work, attend the work regularly during such hours as may be assigned from time to time and maintain perfect discipline. You should attend all duties in the Dairy/Units irrespective of the sections, as per the direction of the Superior Officers from time-to-time.

 Head Office: Ksheera Bhavan, Pattom, Thiruvananthapuram - 695 004 Phone: 0471-2447109, 2448057, 2446845, Fax: 0471-2449567, E-mail: trcmpu@gmail.com, Website: www.milmatrcmpu.com