



**MAR ATHANASIOS COLLEGE FOR ADVANCED STUDIES TIRUVALLA
(MACFAST)**



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Igniting wisdom since 2001

Offer Letter 2018-19

MAR ATHANASIOS COLLEGE FOR ADVANCED STUDIES TIRUVALLA (MACFAST)

Tiruvalla, Pathanamthitta, Kerala 689 101




MACFAST™

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

Fwd: Offer of appointment as Probationary Officer in Scale I-Please inform your acceptance by reply mail

1 message

 Divya Varghese <divya.varghis27@gmail.com>
 To: nithin.mathews@macfast.org

Mon, Jul 1, 2019 at 4:56 PM

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

 From: **Divya Varghese** <divya.varghis27@gmail.com>

Date: Fri 28 Jun, 2019, 7:40 PM

Subject: Re: Offer of appointment as Probationary Officer in Scale I-Please inform your acceptance by reply mail

To: HR – TAD (Postings) <postings@federalbank.co.in>

Dear Sir/Madam,

Thank you for your offer letter and would like to inform my acceptance of the same. However, my final semester exams have commenced (21st June 2019) and will end on 18th July 2019. Therefore I request you to extend my joining date of the orientation programme to 19th July 2019. I hope you will be able to do the needful. Please find attached a copy of my MBA Exam Timetable as scheduled by MG University.

Thanking you and awaiting your response.

 Sincerely,
 Divya Ann Varghese
 Ph: +91-7034886510

 Sender notified by
 Mailtrack

On Tue, Jun 25, 2019 at 9:56 PM HR – TAD (Postings) <postings@federalbank.co.in> wrote:



HR TALENT ACQUISITION & DEPLOYMENT

HR TAD/B/PR-38204/OFP-340/2019-20

 25th June 2019

Hearty Welcome!

Dear Divya Ann Varghese,

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

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

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

Wishing you all success,

Yours Sincerely,

John P J

Vice President (HR)

To

Kum./Smt.Divya Ann Varghese

Pazhangeril

Puthenveetil

SBT Jn. Road

Kadapra

Thiruvalla

Kerala-689621

*The Federal Bank Ltd, HR Talent Acquisition & Deployment, Federal Towers, P O Box No.103, Aluva, Kerala, India
683 101*

E-mail: postings@federalbank.co.in; Phone: 0484-2634123

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Offer of appointment to Kum./Smt. Divya Ann Varghese as Probationary Officer in Scale I

You have been selected for appointment in the Bank as Probationary Officer in Junior Management Grade in Scale I on the basis of your performance in the Campus selection process.

Place of Posting

Your initial place of posting will be at Branch/ Office: Thalavady situated at Thalavady, Anaprampal North PO, Thalavady-689 573.

Orientation programme/Date of joining

Please report at Federal Knowledge & Development Centre (FKDC), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 15th July 2019 before 09.00 a.m., for two weeks orientation programme from 15.07.2019 to 26.07.2019. The appointment will be effective from the date of commencement of the orientation programme. The programme is residential and Boarding/Lodging facilities will be provided by the Bank. On completion of the orientation programme on 26.07.2019 at 05.00 p.m, you will have to report for duty on 30.07.2019 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Knowledge & Development Centre from 14.07.2019 onwards. The offer of appointment will be valid only up to 15.07.2019.

Remuneration

You will be on a pay scale of ` 23700-980/7-30560-1145/2-32850-1310/7-42020 as applicable to Officers in Scale I of the Bank. The total monthly emoluments eligible to be received by an Officer in Scale I with basic pay ` 23,700/- at Aluva would be as follows:

Basic Pay	23,700.00
Special Allowance	1,836.75
Dearness Allowance	16,471.00
Residential accommodation (lease)	12,000.00 ö
CCA	870.00 ö



PRIVATE AND CONFIDENTIAL

Reference No. - 1383845627

Applicant ID - 3667822

15-May-2019

Akhilesh CA

Dear Akhilesh,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : adishree.kulkarni@icicibank.com

Telephone No. :

Yours sincerely,

Adishree Kulkarni

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Akhilesh CA

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-May-2019



PRIVATE AND CONFIDENTIAL

Reference No. - 1383836046

Applicant ID - 3732904

02-May-2019

Albin Baby

Dear Albin,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : adishree.kulkarni@icicibank.com

Telephone No. :

Yours sincerely,

Adishree Kulkarni

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Albin Baby

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 02-May-2019

Digitally signed by SATVIK SHARMA

Date: 2019.05.02 14:07:33 +05:30

Reason: Offer Letter

Location: Mumbai

Albin



PRIVATE AND CONFIDENTIAL

Reference No. - 1383836286
Applicant ID - 3732645

02-May-2019

Anjali Joseph

Dear Anjali,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : varnika.tewari@icicibank.com

Telephone No. : 0000000000

Yours sincerely,

Varnika Tewari

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Anjali Joseph

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 02-May-2019

Digitally signed by SATVIK SHARMA
Date: 2019.05.02 18:36:02 +05:30
Reason: Offer Letter
Location: Mumbai





PRIVATE AND CONFIDENTIAL

Reference No. - 1383842620

Applicant ID - 3732626

15-May-2019

Teenamol Antony

Dear Teenamol,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : vasundhara.gupta@icicibank.com

Telephone No. :

Yours sincerely,

Vasundhara Gupta

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : Teenamol Antony
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-May-2019

Digitally signed by SATVIK SHARMA
Date: 2019.05.15 16:42:04 +05:30
Reason: Offer Letter
Location: Mumbai

HDFC Bank Ltd.

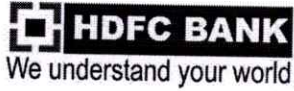
January 24, 2019

Applicant No.52808775

Name : Ameer Ismail		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : Kottayam		
Contact No : 9846873026		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	833	9,996
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	24,933	3,09,996

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.



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

Personal & Confidential

January 24, 2019

52808775

Ameer Ismail

Kottayam

Dear Ameer,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **RBB-PERSONAL BANKER** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90,000/- p.a.
Allowance	: Rs. 1,54,080/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Kottayam**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Applicant No. 52808775

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

- a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.
- b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.
- c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.
- d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

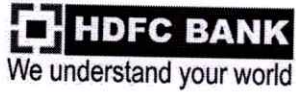
Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.



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

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED,

(Digitally Signed by Archana Shiroor.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by HDFC Bank Ltd -
Human Resources - Archana Shiroor
Date: 2019.01.24 18:06:07 +05:30

Applicant No. 52808775

5

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Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



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

HDFC Bank Ltd.

January 24, 2019

Applicant No.52810605

Name : Bibin John Babu		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : Alleppey		
Contact No : 8075454529		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	833	9,996
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	24,933	3,09,996

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Applicant No. 52810605

1

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Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

Personal & Confidential

January 24, 2019

52810605

Bibin John Babu

Alleppey

Dear Bibin,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **RBB-PERSONAL BANKER** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90,000/- p.a.
Allowance	: Rs. 1,54,080/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Alleppey**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

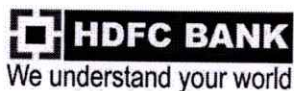
Applicant No. 52810605

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



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

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

- a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.
- b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.
- c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.
- d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

Applicant No. 52810605

3

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.



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

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,
For HDFC BANK LIMITED,

(Digitally Signed by Archana Shiroor.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by HDFC Bank Ltd -
Human Resources - Archana Shiroor
Date: 2019.01.24 18:15:50 +05:30

Applicant No. 52810605

5

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

18th April, 2019

Ms. Vandana V
Vandanam House
Thumpamon Thazham P. O
Elevumthitta
Pathanamthitta - 689625

Dear Ms. Vandana V,

Sub: Offer letter for the post of – “Executive Trainee (Grade : B1)”

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

You will be paid an annual CTC of Rs. 3,00,000/- (Rupees Three Lakhs Only) 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 twelve months; if you successfully complete the training along with accomplishment of given assignments, you will be offered a position in the bank. The training is 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.

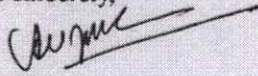
You are requested to produce the following documents at the time of joining;

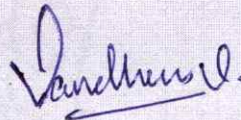
- Passport size photograph – 10 Nos.
- Attested copy of ID proof/address proof along with originals.
- Attested copies of testimonials in proof of your age, qualification, experience etc. along with originals.
- Relieving order in original from the previous employer.

Please sign and return the copy of this letter within 7 days 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,


Dr. A. V. Jose
Head - HR



To: Ms. Vandana V, Vandanam, Thumpamon Thazham P. O, Pathanamthitta - 689625
CcTo: Head-HR/Finance/Personnel file.



**Tom Abraham
Idukki, Kerala**

20-Feb-19

PERSONAL & CONFIDENTIAL

Dear Tom,

We are pleased to extend you an offer to join OYO as **Sales Associate, Band 1A**.

This letter will memorialize the terms of your employment by OYO. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company may be subject to successful pre and/or post-employment background check.

The terms of your employment are as follows:

Joining Date: 25-Feb-19

- 1. Place of Work: Kochi**
- 2. Leave and Working Hours:** You will be entitled to leave as per company policy and will observe the working hours as may be applicable to your category of employees and location of posting.
- 3. Fulfillment Obligation:** Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 90 days of employment should you terminate your employment without cause.
- 4. Confidentiality and Invention Assignment:** Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.
- 5. Transfer & Relocation:** You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.
- 6. Non-Compete:** You agree that during the term of your employment and for further period of 6 calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties (" Restricted Business), other than through the Company.
- 7. Non-Solicitation of Customers:** You agree that during the term of your employment and for a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any

Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.

8. **Non – Solicitation and Non Hire of Company Employees:** You agree that during the term of your employment and a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other Person to solicit or hire or entice away from the Company, any Company employee.
9. **Probation, Confirmation & Termination:**
 - a) you will be on probation for a period of **90** days from the date of your appointment, where after, post completion of 90 days your services with the organization stands confirmed unless otherwise notified in writing through the HR team. The Company reserves the right to reduce or extend your probation period at its absolute discretion.
 - b) During the probation period/ extended period of probation, company shall be entitled to terminate your employment without cause at any time by giving you 7 calendar days' notice or salary in lieu thereof. However, in case of cause, the Company can terminate your employment immediately. If you wish to terminate your employment with the Company during the probation period/ extended period of probation, then you shall be required to serve 7 calendar days' notice period from the day next to resignation or salary in lieu thereof. During the notice period you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the Company.
 - c) Post probation confirmation, company shall be entitled to terminate your employment, without cause, at any time by giving you **30** calendar days' notice or salary in lieu thereof. You are also bound to provide the company with **30**calendar days' notice period from the day next to resignation or salary in lieu thereof. During the notice period you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the Company.
10. **Confidentiality & Non-Compete and Non-Solicitation:** You certify not to share your salary or any company details along with not joining any competitor as an employee or contractor or solicit any employee from the company.
11. **Term:** The Company may terminate your employment for cause with immediate effect at any time. No salary or allowances will be paid for any period if you are terminated for cause.
12. **Salary:** Refer annexure – B for salary details.
13. **“Employee Agreement”:** To protect the interests of the Company, you will need to sign the Company's standard Terms & Conditions of Employment (attached as annexure A), invention assignment agreement, Oravel Stays Private Limited Confidentiality Agreement and conflict of interest agreement (collectively, the “Employee Agreements”) as a condition of your employment. You represent that your signing of this offer letter, and the Employee Agreements and your commencement of employment with the Company will not breach any agreement currently in place between yourself and current or past employers.

Please confirm that this letter sets forth the terms of your employment with the Company by countersigning a copy of this letter below. Your signature below indicates that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,

Authorized Signatory

Tom Abraham

Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



Annexure B

Name	Tom Abraham	
Designation	Sales Associate	
CTC	450,000.00	
Components	Annually	Monthly
FIXED		
Basic	157,500.00	13,125.00
HRA	78,750.00	6,563.00
Flexible compensation	94,274.00	7,856.00
VARIABLE		
Performance Linked Incentives	90,000.00	-
RETIRALS		
Employer contribution to PF	18,900.00	1,575.00
Gratuity	7,576.00	631.00
BENEFITS		
Medical Insurance premium	3,000.00	250.00
	450,000.00	30,000.00

One time performance bonus of Rs 50,000 to be paid after completion of one year with A or B rating for each month.

Note:-

- * CTC is subject to applicable tax deductions.
- * Employer and employee's contribution to the PF will be deducted from the CTC.

A description of above components given in Annexure C.

Authorized Signatory

Tom Abraham

Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



Simi Chacko
Mavelikara

13-Nov-18

PERSONAL & CONFIDENTIAL

Dear **Simi**,

We are pleased to extend you an offer to join OYO as **Sales Associate, Band 1A**.

This letter will memorialize the terms of your employment by OYO. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company may be subject to successful pre and/or post-employment background check.

The terms of your employment are as follows:

Joining Date: To be confirmed by 30th Nov'2018.

- 1. Place of Work: To be confirmed by 30th Nov'2018.**
- 2. Leave and Working Hours:** You will be entitled to leave as per company policy and will observe the working hours as may be applicable to your category of employees and location of posting.
- 3. Fulfillment Obligation:** Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 90 days of employment should you terminate your employment without cause.
- 4. Confidentiality and Invention Assignment:** Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.
- 5. Transfer & Relocation:** You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.
- 6. Non-Compete:** You agree that during the term of your employment and for further period of 6 calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties (" Restricted Business), other than through the Company.
- 7. Non-Solicitation of Customers:** You agree that during the term of your employment and for a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce

Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



Annexure B

Name	Simi Chacko	
Designation	Sales Associate	
CTC	450,000.00	
Components	Annually	Monthly
FIXED		
Basic	157,500.00	13,125.00
HRA	78,750.00	6,563.00
Flexible compensation	94,274.00	7,856.00
VARIABLE		
Performance Linked Incentives	90,000.00	-
RETIRALS		
Employer contribution to PF	18,900.00	1,575.00
Gratuity	7,576.00	631.00
BENEFITS		
Medical Insurance premium	3,000.00	250.00
	450,000.00	30,000.00

One time performance bonus of Rs 50,000 to be paid after completion of one year with A or B rating for each month.

Note:-

- * CTC is subject to applicable tax deductions.
- * Employer and employee's contribution to the PF will be deducted from the CTC.

A description of above components given in Annexure C.

Authorized Signatory


Simi Chacko

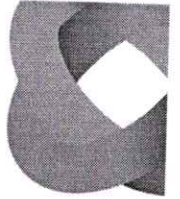
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Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



28th June 2019

Training Invitation Letter

Athira V.M.
Krishnakripa Vattakalayil
Ulanadu Post
Kulanada Via
Pathanamthitta

Dear Athira,

Further to the selection process you had with us, we are pleased to offer you an exciting career with **Experion Technologies (India) Pvt. Ltd.**

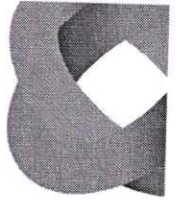
The **Training Period** before employment at Experion will initiate on **22nd July 2019** and will continue for 2 months with a stipend of **INR 7,000/** month.

Upon successful completion of the Training Period you shall avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. You will be employed on probation for a period of 6 (six) months as '**Junior Business Analyst**' at grade **A1**.
2. Your total remuneration on joining probation period shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. Your joining location is at our Cochin office (Experion Technologies, 802, 8th Floor, Lulu Cyber Tower, Infopark, Cochin-682042).





4. You will be required to sign a **Service Commitment Agreement** on joining, wherein you agree that you shall continue to serve the Company for a minimum period of two (2) years from the date of joining, failing which you shall pay a sum of Rs.200,000/- (Rupees Two Lakhs only) as liquidated damages to the Company.
5. Please refer Annexure-1 to know about the documents to be submitted on your joining date.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion Technologies and wish you luck and a very bright career with us.

For **Experion Technologies (I) Pvt. Ltd.**,



Jijo Joseph
AGM – Human Resources

I, _____, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

Signature

Date

12th July 2019

Offer Letter

To

Amitha Rajesh R
Krishnavilas
Paliakkara
Tiruvalla

Dear Amitha,

Congratulations! We are pleased to inform you that you have been selected to work for Mitsogo Technologies Pvt Ltd at its Infopark Branch (Mitsogo Technologies Pvt Ltd., 7th Floor, Phase- II, Carnival Infopark, Kochi, Kerala- 682042). We are delighted to make you the following job offer:

Designation :	Program Management Trainee
Cost To Company Per Annum :	2,52,000/- (Rupees Two Lakhs Fifty Two Thousand Only)
Working Hours :	02.00 PM – 11.00 PM
Working Day :	Monday To Friday
Type of employment :	Permanent

Mitsogo Technologies Pvt Ltd has the complete right to change on any of the above mentioned details at any time.





mitsogo

We would like you to commence employment with us at the earliest. There will be a probationary period of 6 Months. The notice period for both you and Mitsogo Technologies Pvt Ltd is 1 Months (30 Days). The detailed appointment Letter will be provided at the time of joining.

We are confident you will be able to make a significant contribution to the success of Mitsogo Technologies Pvt Ltd. We are looking forward to work with you.

Yours sincerely,

Lina Anil

HR Manager

hr@mitsogo.com

Mitsogo Technologies Pvt. Ltd.

0484 – 2974545

Mitsogo Technologies Private Limited
CIN: U72200KL2013PTC034505
www.mitsogo.com, info@mitsogo.com
+91-484-2974545

Registered Office:
Third Floor, Carnival Infopark - Phase IV
Infopark, Kakkanad, Ernakulam
Kerala 682030

Annexure

Name : Amitha Rajesh R
Designation : Program Management Trainee
CTC : 2,52,000/-

Salary Break Up:

Item	Amount Per Month	Amount Per Year
Basic	8400	100800
HRA	4200	50400
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	5550	66600
Total CTC	21000	252000

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date company's registration with EPFO is over. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.
2. TDS will be deducted as per Income Tax Rules if applicable.

Date: 01-Jul-19

To,
Mr. Jikku Mathew Thomas
Cheruvallikattu Jeena Bhavan
Kavumbhagom PO
Kavumbhagom (part)
Kavumbhagom, Pathanamthitta
Kerala - 689102

Letter of Intent

Dear Jikku,

This is in reference to your application and subsequent discussions, we are glad to inform that you have been selected for the position of "Executive – Sales, Customer Acquisition" based out of our "Cochin", your remuneration will be a total of Rs. 3,08,000 - (Rupees Three Lakh Eight Thousand only) per annum.

We invite you to join our organization on or before 02-Jul-19.

A detailed compensation structure is attached as Annexure.

Post your joining with us, you will be issued a formal Appointment Letter and on receipt of following documents.

1. Photocopy of Aadhar card (mandatory document)
2. Photocopy of your Relieving letter /Acceptance of resignation.
3. 5 Passport size Photographs
4. Photocopy of SSC, HSC, UG & PG marksheets / Degree certificates
5. Photocopy of PAN card, PF UAN card
6. Photocopy of Current Address proof

Please do not construe this Letter of Intent as a Letter of Appointment.

Thanking you,

For Sterling Holiday Resorts Ltd



Rinni Raj
Branch Manager
Customer Acquisition



P.S. - The above offer is subject to satisfactory background verification and Medical report.



Annexure

ANNEXURE

Name : Jikku Mathew Thomas

Designation : Executive - Sales

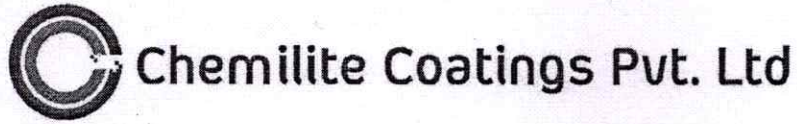
Department : Customer Acquisition

Location : Cochin

SALARY COMPONENTS	Amount (INR)	
	Per Month	Per Annum
BASIC	11000	132000
HRA	5500	66000
EDUCATION ALLOWANCE	100	1200
MOBILE ALLOWANCE	800	9600
SPECIAL ALLOWANCE	6418	77016
SUB TOTAL (A) GROSS	23818	285816
PF (EMPLOYER CONTRIBUTION)	1320	15840
GRATUITY (AS PER THE PAYMENT OF GRATUITY ACT 1972)	529	6349
SUB TOTAL (B)	1849	22189
TOTAL COST TO THE COMPANY (A+B)	25667	308005

For Sterling Holiday Resorts Ltd

Rinni Raj
Branch Manager
Customer Acquisition



Date: 14/05/2019

To,
Placement Officer
MACFAST Corporate Relations
Thiruvalla,

Subject: Selected Candidates List


Respected sir,

Please find the below list of qualified candidates

1. Ajo Varghese Rajan
2. Achu.C.Thampi

Based on their willingness, the final opportunity will be finalized.

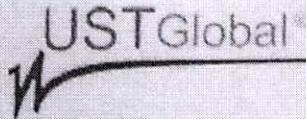
Thanking you
Yours faithfully,


Chemilite Coatings Pvt.Ltd

Chemilite Coatings Pvt. Ltd.
Chemilite Industrial Lane, TP V/890
Chathiyara, Thamarakkulam P.O.
Alappuzha-Dist., Kerala-690 530, India.

Tel : +91 479 2 371226
+91 479 2 371336
Fax : +91 479 2 371326
www.naturelitepaints.com





UST/SO00044801-1-1-1/549234
June 15, 2019

Vipin Dev
Pathanamthitta

Sub: Letter of Offer

Dear Vipin,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to engage you on contract basis as **"Assoc. Software Developer", A1** for a fixed period of 12 months on a salary of **Rs. 350,000.00 (Rupees Three Lakh Fifty Thousand)** per annum. Your date of joining in US Technology International Pvt.Ltd (UST Global) will be June 25, 2019 and work location is Trivandrum - UST Office. Please find details of the compensation and benefits you are being offered in Annexure 1.

Your engagement will be subject the following terms and conditions and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

This offer of engagement as above with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment US Technology and that you have not, during the course of your previous employment/s any agreement/arrangement which in any way restricts/prohibits or debar you from by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

Vipin Dev

NAV/IND/18/01452

3/28/2019

Ann Anie Reji
Erapuzha (H), Kolabhagom
Thadiyoor
Pathanamthitta

689 545

Dear **Ann Anie Reji**,

Sub: Offer of Employment

We thank you for exploring career opportunities with Navigant BPM (India) Private Limited. You have successfully completed our selection process & we are pleased to make you an offer of employment.

This offer is based on your profile, relevant work experience & performance in the selection process. You have been selected for the position of **Associate**. Your CTC which includes all benefits will be **Rs.400000/-** (Rupees Four Lakh Only) as detailed in Annexure 1.

Additionally, you will be eligible for **an increase in CTC upto a maximum of INR 30000/- in April 2020** and a **further increase in CTC upto a maximum of INR 40000/- in Oct 2020**. These increases will be based on your performance during this period. **You will also be eligible for Annual increases in addition to the above in Oct 2020.**

Your appointment is effective from the date of joining, which shall be on or before **August 05, 2019**.

Your initial place of posting will be at Trivandrum. However, during your employment with us you may be posted / transferred to any other units / Group Companies / Offices or Clients of the group either in India or abroad at the sole discretion of the management.

Navigant would be operating on a 24/7 basis. This means that the exigencies of work will require you to work periodically in night shifts. In addition, if the situation so demands you may sometimes be called upon to extend your normal work shifts into the next shifts.



Ann Anie Reji

NAVIGANT

You would be on probation for a period of 6 months from the date of your joining duty. Upon completion of the probation period & after an evaluation of your performance, your services could be confirmed by a letter of confirmation in writing by the management.

In the event of your resigning from the services of the company, you will be required to give two months' notice or an amount equivalent in lieu thereof. You will also execute a Service, Non-Disclosure & Confidentiality Agreements as applicable to employees of your category from time to time which aims to protect the intellectual property rights and business information of Navigant & its clients.

At the time of your joining, kindly bring the following original documents for verification along with a photocopy, which would be retained for our records.

- Photographs (8 passport size plus 1 stamp size)
- S.S.L.C. & H.S.C. Mark sheets or equivalent
- Graduation / Post Graduation certificate & mark sheets for all semesters
- Relieving Letter / Service Certificate (if employed previously)
- Passport / Proof of Address
- Form 16 along with earning certificate for IT purpose
- PAN card
- Aadhar card

Your employment will be subject to a background check in line with Navigant background check policy. A specially appointed agency will conduct external background checks which in general would be completed within one month of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of service without notice.

Kindly confirm your acceptance of this offer by signing the duplicate to us, by indicating your date of joining & signing Annexure 1 within seven working days of receiving the same, failing which this offer shall stand cancelled, unless a written extension is given.

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

Sincerely Yours

For Navigant BPM (India) Private Limited



Jeena Peter

Director – Human Resources



Techsmith
Software Private Limited

Date: 14/06/2019

Dear Remya,

Sub: Letter of Offer

Thank you for exploring career opportunities with **Techsmith Software Private Limited (TSPL)**. 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 **Junior Software Engineer** in **Software Support/Software Testing** department at **Kochi office**. Your gross salary including all benefits will be **1,66,920/- (2,64,000/- outside kerala) on CTC basis** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer in person at our Head Office. If not accepted before **30th of June 2019**, 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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

A handwritten signature in blue ink, appearing to be 'Remya', located at the bottom right of the page.

COMPENSATION and BENEFITS

SALARY CTC(Annexure -1)

You will be eligible for a salary of 13,910/- per month on CTC basis.

You will be eligible for a salary of 22,000/- per month on CTC basis if appointed/transferred outside Kerala.

HRA

You will be eligible for a House Rent Allowance of 6000/- per month if you are appointed/transferred outside Kerala. (This component is included in CTC)

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 TSPL will contribute 12.5% of your basic salary every month as per the provisions of the said Act. (This component is included in CTC)

ESI

You will be eligible for Employee State Insurance in accordance with the ESI act, 1948. (This component is included in CTC)

Gratuity

You will be entitled to gratuity as per the provisions of Gratuity Act, 1972. (This component is not included in CTC)

BENEFITS

The components under Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure.

1. Life insurance

During the time you are employed at TSPL your life will be insured to a sum equivalent to 10 years of your current salary. Accident insurance amounts to 50% of this amount subject to the conditions of our insurer, HDFC LIFE.

2. Health Insurance

- A. Floater Medical insurance cover of 7 Lakhs for Employee/Spouse/Children for non ESI employees subject to the conditions of our insurer HDFC ERGO.
- B. Critical care Insurance for up to 15 lakhs for Employee/ and 10 Lakhs each to Spouse/Children for non ESI employees subject to the conditions of our insurer HDFC ERGO.



Date: 14/06/2019

Dear **Dyson**,

Sub: Letter of Offer

Thank you for exploring career opportunities with **Techsmith Software Private Limited (TSPL)**. 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 **Junior Software Engineer** in **Software Support/Software Testing** department at **Kochi office**. Your gross salary including all benefits will be **1,66,920/- (2,64,000/- outside kerala) on CTC basis** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer in person at our Head Office. If not accepted before **30th of June 2019**, 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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

Dyson

GROSS SALARY SHEET
Annexure1

Name	Dyson Thomas
Designation	Junior Software Engineer

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly (Kerala)	Annual (Kerala)	Monthly (Outside Kerala)	Annual (Outside Kerala)
1.)Gross Earnings				
Basic Salary	8,000	96,000	12,000	1,44,000
DA	4,000	48,000	4,000	48,000
HRA			6,000	72,000
2.)Employer Contributions				
PF	1,500	18,000		
ESI**	390	4,680		
Labour Welfare	20	240		
3)Employee Deductions				
PF	1,440	17,280		
ESI**	90	1,080		
Labour Welfare	20	240		
TOTAL CTC*	13,910	1,66,920	22,000	2,64,000
TAKE HOME PAY	10,450	1,25,400	22,000	2,64,000

*Please see Benefits for additional detail

** Latest notification regarding ESI



Date: 14/06/2019

Dear Sreenath,

Sub: Letter of Offer

Thank you for exploring career opportunities with **Techsmith Software Private Limited** (TSPL). 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 **Junior Software Engineer** in **Software Support/Software Testing** department at **Kochi office**. Your gross salary including all benefits will be **1,66,920/- (2,64,000/- outside kerala) on CTC basis** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer in person at our Head Office. If not accepted before **30th of June 2019**, 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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

Sreenath.

GROSS SALARY SHEET

Annexure1

Name	Sreenath K P
Designation	Junior Software Engineer

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly (Kerala)	Annual (Kerala)	Monthly (Outside Kerala)	Annual (Outside Kerala)
1.)Gross Earnings				
Basic Salary	8,000	96,000	12,000	1,44,000
DA	4,000	48,000	4,000	48,000
HRA			6,000	72,000
2.)Employer Contributions				
PF	1,500	18,000		
ESI**	390	4,680		
Labour Welfare	20	240		
3)Employee Deductions				
PF	1,440	17,280		
ESI**	90	1,080		
Labour Welfare	20	240		
TOTAL CTC*	13,910	1,66,920	22,000	2,64,000
TAKE HOME PAY	10,450	1,25,400	22,000	2,64,000

*Please see Benefits for additional detail

** Latest notification regarding ESI



Offer: Computer Consultancy
Ref: TCSL/DT20195465680/Trivandrum
Date: 13/09/2019

Ms. Swathi Sajeev
PuthuveeduCherukara,
Neelamperoor,
Alappuzha-688506,
Kerala.
Tel# 91-9744921280

Dear Swathi Sajeev,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195465680

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹11,000/- 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 ₹4,400/- 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. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,640/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. 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/-

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TCSL/DT20195465680

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



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.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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).

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TCSL/DT20195465680

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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

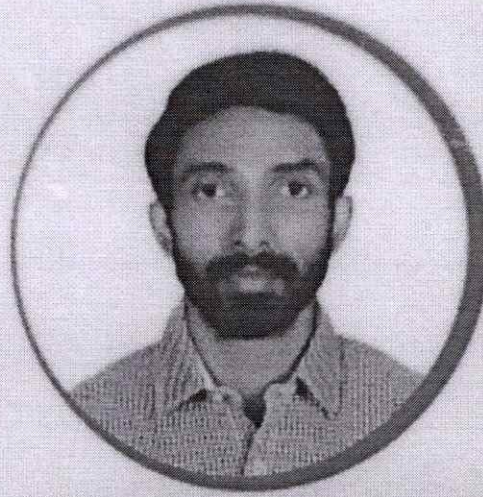
Registered Office Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021

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





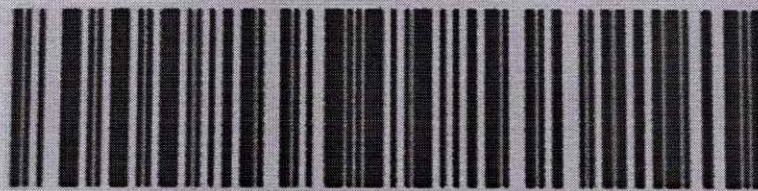
Infinite Open Source Solutions LLP



Alwin Johns

Software Developer

Emp ID : iOSS208



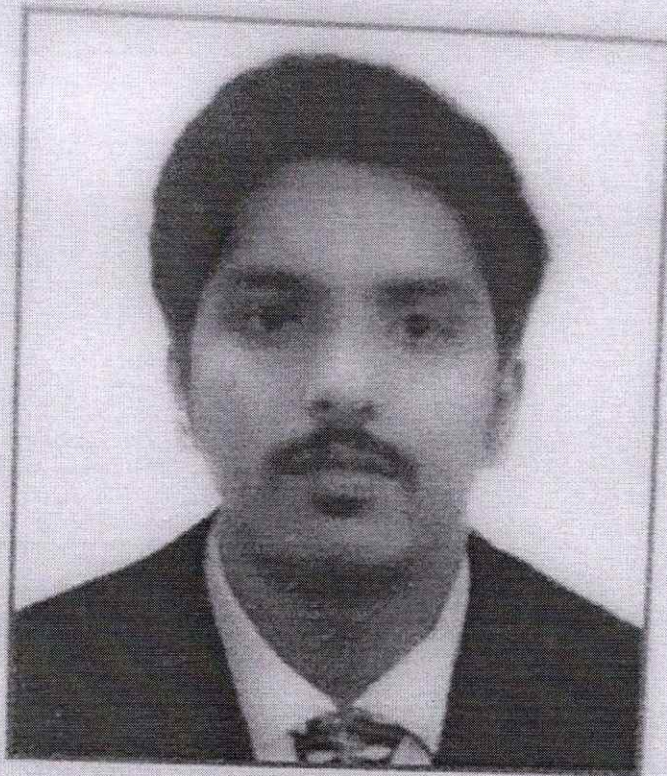
"Sahya Building", Govt. Cyber Park,
Nellikode PO, Calicut, Kerala, Pincode : 673016,

Pho : +91 495 2520 430,

E-mail : support@ioss.in, Website : www.ioss.in



MariApps Marine Solutions Pvt Ltd



Ajith M Nair

Employee No. : MA/KOC/4598

Date of Joining : 18-Jun-19

Emergency Contact : 9656148983

8C, 8 floor, TransAsia, Infopark Phase 2,
Kakkanad - 682303, Tel: 0484 4059601



Offer Letter for Mobile Developer

To

Abhinand V
Valasseri House,
Ummalathoor,
Medical College P O,
Calicut - 673008.

29-Nov-2019

Calicut.

Dear Abhinand V,

With pleasure, we extend the following employment offer to you;

Designation: Mobile Developer

Start Date: January 06, 2020

Period of Probation: 6 months

CTC: 21000 (Rupees Twenty One Thousand Only) per Month

Your employment with us will be on an at-will basis, which means you and we are free to terminate the employment relationship at any time for any reason.

After the successful completion of 6 months, you will be considered for a salary revision based on your performance.

If you choose to accept this offer, please sign this letter and return it to us at the earliest.

Disclaimer: This letter is informational and not a legally binding contract or agreement or guarantee of employment.

Sincerely,

For NH66 Labs Private Limited

Nanditha K V, HR Manager

I hereby accept the Mobile Developer

Abhinand V

Date:



Hashwave Technologies Pvt Ltd,
Door No 88/1537, Power House Road,
Semitheri mukku, Ernakulam - 682018
0484-239 1800, +91 7510827257

hr@hashwave.com

www.hashwave.com

Date :

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25/02/2019

Subject: Appointment Letter

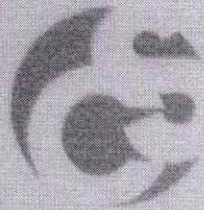
Dear Ms. Manju Mohan

Welcome to Hashwave Family!

We are pleased to offer you an appointment with Hashwave Technologies as **Data Mining Engineer** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your Cost to the Company (CTC) will be **Rs.8000 per month**. The components of your salary are provided in Annexure II and would be governed by Company policies as amended from time to time.
2. In addition to salary components, you shall also be entitled to the following benefits as per applicable Company Policies & rules during your tenure with Hashwave technologies:
3. Your base location will be **Cochin, India**. However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where Hashwave technologies conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
4. You will also be reimbursed business related expenses incurred in accordance with relevant Company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties, and will be conveyed to you at the time of accepting this assignment.



codework
solutions



SOFTWARE
DEVELOPER

Emp. ID : CWS142

JOBI JOSE



01-Aug-2019

Dileep M Dass
Software Engineer Trainee
Information Technology

Dear Dileep M Dass

ORDER OF CONFIRMATION

The Management hereby confirms your service as a **Permanent** employee of this establishment with effect from **01-Aug-2019**. The detail of your salary is in Annexure-I (attached).

You will be liable to be accounted or assessed for all / any of the decisions made or acts done in the discharge of your duties or otherwise. You will be subject to all the enactments, rules and regulations applicable to the establishments and its employees. You will strictly be under the standing Order / Service Rules / In-house Rules of the establishments as in force at present or as may be introduced or amended in future and no plea of ignorance of them will be accepted or considered. You will obey and implement to the best of your ability, all the directions / advice / circulars issued by the owners, management or superiors from time to time. While handling men, material etc., of the establishment you shall be utmost careful and any loss or damage because of your negligence will be compensated then and there. You will function, as asset to the establishment. While in service, you will exhibit maximum decency, class and calibre, and will not try to take any advantage / snatch any favour at the cost of the partners, management, superiors, other staffs, clients or customers of the establishment. You shall discourage all moves hindering the progress of the establishment and strive for the excellence of service to its clients, customers, or well-wishers.

All the terms and conditions mentioned in the offer of employment, AO and the order of confirmation shall be applicable, and in the event any contradiction of the terms and conditions, the confirmation order shall supersede the offer of employment to the extend of such contradictions.

For Muthoot Pappachan Technologies
Ltd.



Tojo Jose



Chief Human Resources Officer
Human Capital Management & Development



10-JAN-2019

Letter Of Appointment

Ms. Ann Alexander
TCS - Ahmedabad

Dear Ms. Ann,

Further to your acceptance of our offer letter vide TCSL/DT20184830659/- Ahmedabad dated 26-Dec-2018 are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 10-JAN-2019 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1634685.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

15.01.2019

OFFER OF TRAINEESHIP

Ref No: SPT/HR/OT/01/2019/20014

Ms. Anju Gopi
Thachamala House,
West Othera P.O, Thiruvalla
Pathanamthitta - 680104
Mobile: +91 8157072971

This is further to the interview you had with us for traineeship, for the duration of one month, would start from 17th January 2019 and end on 17th February 2019. We are pleased to inform you that you have been selected as "**Programmer Trainee**" at Spawoz Technologies Pvt. Ltd., via terms provided below:

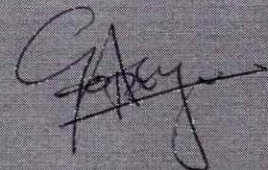
Working Hours: Your working hours are from 9.00 AM to 6.00 PM six days a week. You may be required to invest additional hours of work when necessitated by situations.

Employment: After one month successful completion of training, you will be designated as "**Associate Software Engineer**" and will issue detailed offer letter after the confirmation. Successful completion of training is mandatory and will be an important criteria for confirmation. There is no stipend during training period.

During the time of training, you may be terminated by the management with a training completion certificate, if your performance is not upto the expectations. **In special cases management has the privilege to decide the training duration.**

If you wish to accept this offer, carry all original documents for verification on your date of joining:

1. Certificates proving educational qualifications.
2. Address proof



ClaySys Technologies Pvt Ltd (ClaySys/Company) - Employment Offer and Agreement

28th February, 2019

Mr. Arun G.
Padinjarepulickal
Kanjiramchira P.O.,
Alappuzha – 688 007

Dear Arun,

We are pleased to offer you the position of **Software Engineer(L1)**. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation detailed on page 4.

Acceptance and Commencement

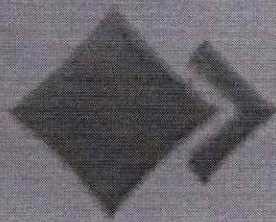
Your appointment will be effective on your joining date on **1st March 2019**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Respond via email to hr@claysys.com or present an Acceptance letter at the ClaySys office, to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not respond with your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be sent to hr@claysys.com at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above. On the joining date at 10:00 a.m., please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date. On your joining date, please bring (i) the original and 1 photocopy of this letter duly signed and dated by you; (ii) 3 self photographs (passport sized, color photos with a white background), (iii) the originals and 2 sets of photocopies of the following documents:
 - Education degree certificate: Photocopies should include both front and back sides of certificate.
 - Relieving letter or resignation acceptance letter from your most recent employer.
 - Proof of identity: Bring 2 sets of photocopies of the following documents: passport, driving license, Aadhar card, voter's identification card and PAN card.
 - If you have stated in your application to ClaySys that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.

*** Please note that all of the above documents are mandatory and you will not be allowed to join without them.**





ORION

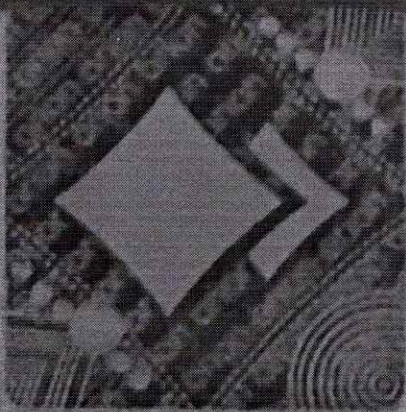
Business Innovation



Arun Devarajan Nair

Employee Code: 3387

Blood Group: O+ve



Authorised Signature

Orion India Systems Pvt. Ltd.

23, Lulu Cyber Tower, Infopark, Infopark
Kochi-PO, Kakkanad, Kochi - 682 042

☎ +91-484-6616100 | 🌐 www.orionindia.com

Dear Mr. Roshan Jose T,

We are glad to inform you that you have been shortlisted in the interview conducted to the post of "Programmer Trainee" in our Organization. We would like to discuss the terms of employment with you.

The offer is as follows:

You will be posted in our organization as "Programmer Trainee". Your probation period will be for a period of One year from the date of joining.

You will be paid a monthly stipend of Rs. 15,000/- (CTC) on joining. On completion of first year, your first formal performance evaluation will be done and salary will be hiked to around Rs. 20,000/- depending upon your job performance.

You will also have to execute a 2 year bond with Muziris Softech (P) Ltd. stating that you will continue to work for us for a period of 2 years from the date of your joining failing which you will have to pay a compensation of Rs.1,00,000/- (Rupees One Lakh) to the company for the losses suffered by the company in employing and training you.

Please let us know your acceptance of the above mentioned offer and terms by 28.05.2019 (Tuesday) through a reply mail. Upon intimating acceptance, your final interview will be scheduled and selection will be based on the final interview result.

Please contact for any further clarifications.

Regards,

Ritty Little Mary | Sr. Executive - HR
MUZIRIS SOFTECH (P) LTD
Muziris Atlantis | Parambithara Cross Road | Panampilly Nagar | Cochin 682 036
| India
Mob : 7593863777 | +91 484 2975577 | career@muziris.in | www.muziris.in



Private & Confidential

OFFER LETTER**To,**

Neethu Elsa Varghese
Kunnil House, Thukalassery
Thiruvalla, Pathanamthitta
Kerala, Pin-689101

Date : 29-Mar-2019

Dear Neethu Elsa Varghese,**Sub : Offer of Employment - Trainee Software Engineer**

Further to our recent meetings and discussions, we are pleased to offer you the position of Trainee Software Engineer subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 01-Apr-2019. On your date of joining employment you should report at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581 at 9.30 AM.

2. Location :

Your initial employment location will be our office at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581. The Company may transfer you to other locations from time to time.


3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 240000 (Rupees Two Lakh Forty Thousand) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills (as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.



trawex[®]

Your Success . Our Passion



Deepak V Anand

Emp ID : DEV048
Blood Group : O+ve
DOB : 07.03.1992
Date of Joining 16.09.2019

Trawex Technologies Pvt Ltd

www.trawex.com



Liji Jacob

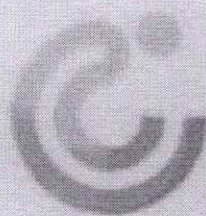
Software Engineer

Email

liji.jacob@reflectionsinfos.com

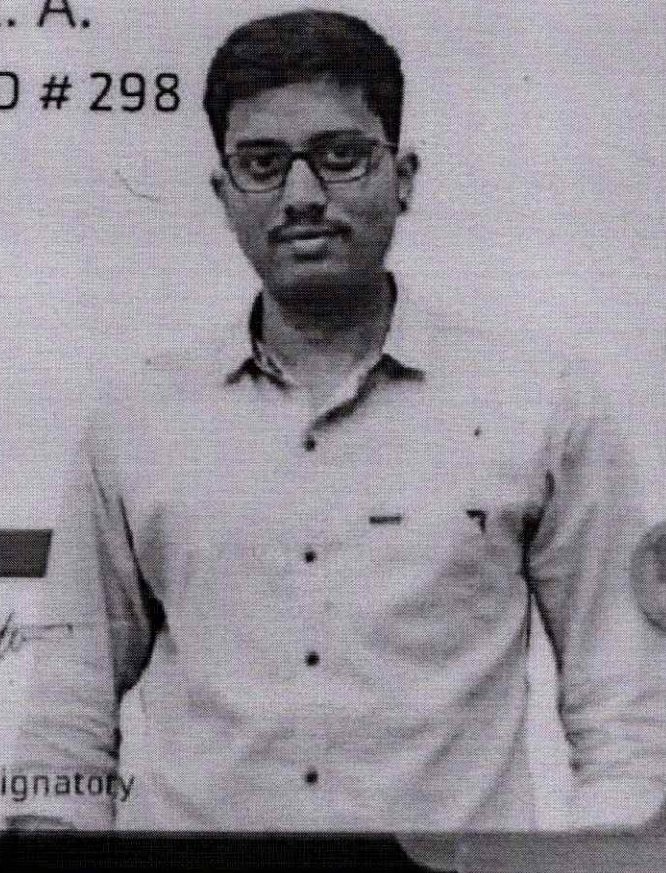
Skype ID

liji.jacob@hotmail.com



insight
• CONSULTANTS •
THINK TOGETHER

Kiran K. A.
Insight ID # 298



Authorised Signatory

UST Global



Joel

Varghese Samuel

70778

Issuing Signatory

Blood Group: B+

721, Nila, Technopark Campus, Trivandrum-695501
India, T: 0471 4040000, 2335777, Kochi-0484 4040000
Chennai-044 43992000, Bangalore-080 42446000

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please return it to above address.

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Prasannan
129299**

www.ust-global.com

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To

Ms.Femy Rose Shibu
Mecheriparambil House
Melloor P.O
Thrissur,Kerala

Date: 15-04-2019

From

Extremaa Technologies
Kinfra Hitech Park – Cochin

Dear Ms.Femy Rose Shibu

Subject: - Letter of Offer for Employment

Based on the discussions had with you, we are pleased to offer you an appointment in our organization as Software Developer with effect from 20th **April 2019**.

You will be paid gross emoluments (Consolidated) of **Rs 10500 per month** your employment with us will be governed by the Terms & Conditions of the concern.

Your offer has been made based on information furnished by you. **However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.**

We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth

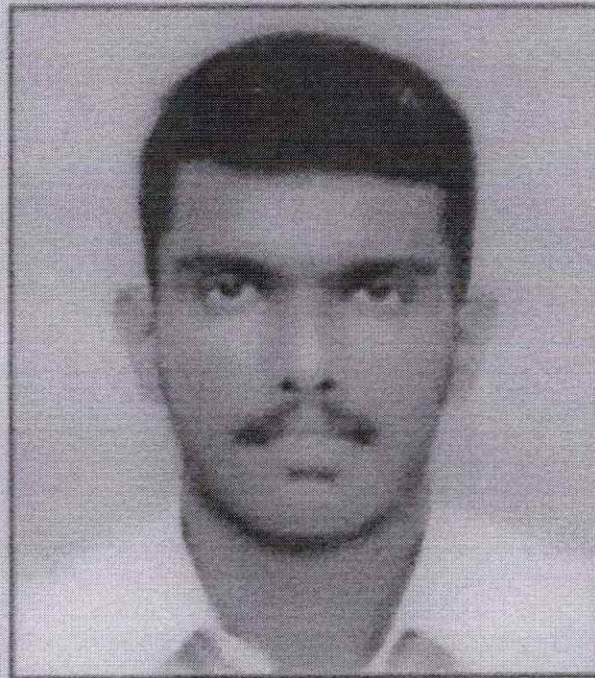
Please sign and return duplicate copy of this letter in token of your acceptance.

Technical Director
Jose D Pullan, M.Tech
Storm Info-System Pvt Limited

Extremaa Technologies
A Division of Storm Info-System Pvt Limited
Kinfra HiTech Park (ITI) Cochin
2nd Floor Municipal Town Hall Building Chalakudy, Trichur, Kerala.Mobile-+91 9495130619
78, Chesterford Road, Manor Park E126LB, London, United Kingdom
Telephone: +44 7574736626.Email-info@Extremaatechnologies.com
www.extremaatechnologies.com



MariApps Marine Solutions Pvt Ltd



Edwin V George

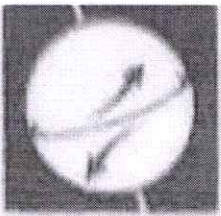
Employee No. : MA/KOC/4599

Date of Joining : 18-Jun-19

Emergency Contact : 9446912730

Office No.O302, 3rd Floor, B Wing SCK01,
Smartcity (Kochi) Infrastructure Pvt Ltd, SEZ,
Infopark Road, Thengode PO, Kakkanad,
Kochi-682042, Tel: 0484 4059601

19



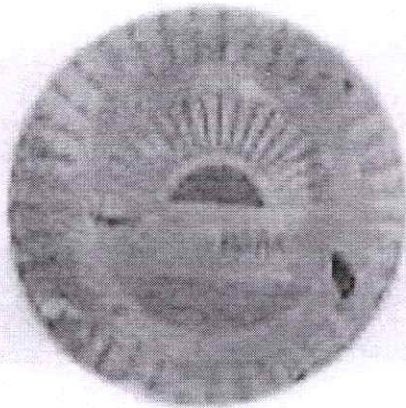
ARS | Traffic & Transport Technology (India) Pvt Ltd.

**131-135, 1st Floor, Nila, Technopark Campus
Trivandrum -695 581**

Nibin John

Employee ID : 960

Blood Group : B+ve



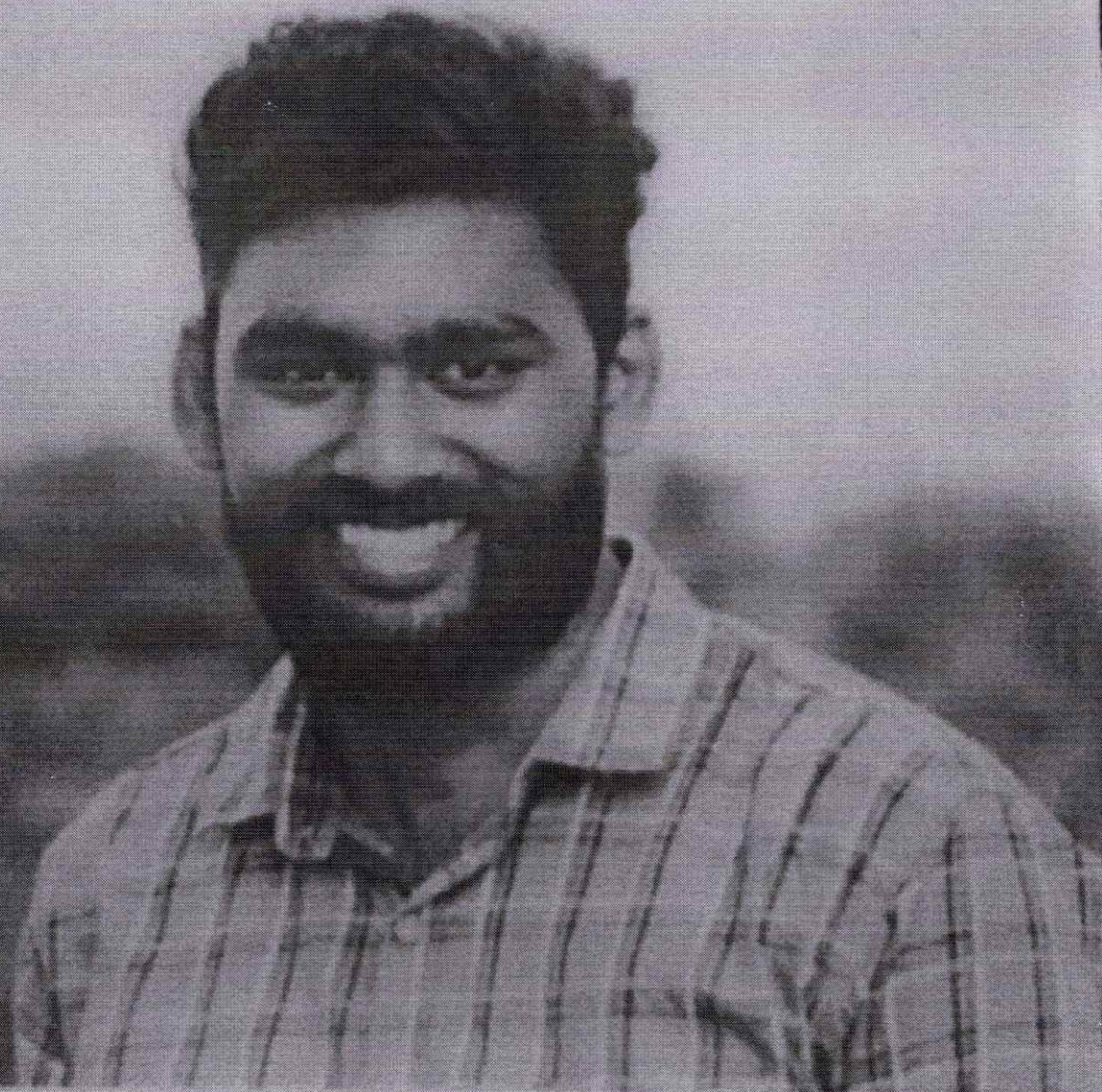
Issuing Authority



If lost & found please contact 0471-6616700 / 701

19

#AM0177



Oby K M

Junior Software Engineer



Align Minds
Engineering Knowledge

ميناء صلاحية

Port of Salalah

Vishnu Erumathuruthi Sudeesh

6746



IT Developer

IT

POLUS
SOFTWARE PVT. LTD.

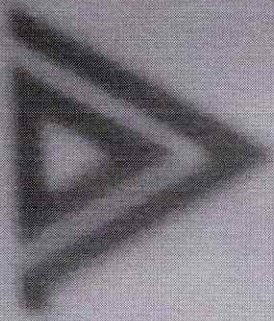


Tinu M

Emp No: 1257

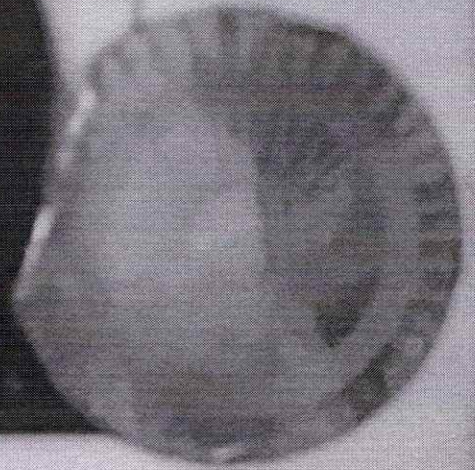
1A ,Carnival Technopark, Technopark
Trivandrum - 695 581
Kerala, India. Tel: +91 4714017778
Email: hr@polussoftware.com
Website: www.polussoftware.com

Ctrl



PERFOMATIX

FAST FORWARD INNOVATION



THUSHARA S

EMP ID: 155

Emergency no . 9995108677

Blood Group: A+ve

Perfomatix Solutions Pvt Ltd

POLUS

SOFTWARE PVT. LTD.



Thejas Krishna J

Emp No: 1250

1A ,Carnival Technopark, Technopark
Trivandrum - 695 581
Kerala, India. Tel: +91 4714017778
Email: hr@polussoftware.com
Website: www.polussoftware.com

23 January 2020

Keerthana Roop
Thekke Viyyoth House,
Nr. New Bus Stand, Vadakkara,
Calicut-673101.

OFFER LETTER

Dear Ms.Keerthana,

With reference to your application and the interview you had with us, we are pleased to appoint you as **R&D Technologist** in Band 1 Grade C, subject to the concurrence and fulfillment of the conditions given below: -

1. You will be given an Annual CTC salary of Rs 2,22,146/- (Rupees Two lakh twenty two thousand one hundred and fourty six only).
2. Your present offer for appointment is at Pancode, but the Management reserves the right to transfer your services to any other branches of the company based on the business requirements.
3. During your employment with the Company you shall not be engaged in any other business or employment whatsoever without the previous written consent of the Company. During your hours of work, you shall devote your time, attention and ability to carrying out your duties. You will at all times use your best endeavor to protect the interests of the Company.
4. Your employment is subject to maintaining or retaining necessary qualifications, certifications or other mandated necessities. The failure to comply with the above, may result in termination from the post after being given a fair and reasonable notice to attain/maintain these qualifications.
5. All property, including information or knowledge acquired concerning the company received by you or in your possession shall be the property of the company and will be surrendered by you at the termination of your employment or any time during the course of your employment at the request of the company.
6. If you should, at any time, willfully neglect or refuse to perform any of the duties entrusted to you from time to time, or involve in misconduct or non-adherence to the company policies in connection therewith, the company can immediately terminate the appointment without notice and can recover any damages caused due to such neglect or any pay in lieu thereof, and the company shall be liable to pay the amount of salary earned up to the date of such termination subject to other deduction if any.
7. You will not, during or after your service, divulge or make use of any information in regard to the affairs of the company or any findings and developments except in furtherance of company's interest. You shall also perform duties diligently with utmost care and maintain the requisite confidentiality of company information.

Cont'd...

8. If you desire to leave the services of the company you shall be at the liberty to do so by giving maximum of 30 days of notice in writing as defined in the company policy. The company may also terminate your service by giving maximum of 30 days' notice or pay in lieu of notice as per the company policy.

9. Unless otherwise intimated to you in writing, your appointment with us shall cease on the date of completion of your probation.

10. You will also be eligible for Performance Incentive as per the Performance Management policy which is subject to the performance of the company and the business vertical in which you are placed.

11. If you fail to produce the certificates and documents as shown below at the time of joining, this appointment offer becomes automatically void.

1. Relieving letter from your present company and all previous Experience documents.
2. Last three months' salary certificate, with PF and ESI (If applicable) details.
3. Original Qualification certificates and photocopies
4. 5 passport size photographs (recent photographs or photographs taken within the last six months)
5. Conduct Certificate (Local authorities/Nearby Police Station)
6. PAN card and Last income tax certificate if applicable.
7. Aadhar Card / Proof of permanent address.

12. Before accepting this offer, you will ensure that you are free from any contractual obligations that prevents you from fulfilling your duties and responsibilities with Symega from your date of appointment.

13. Once you have accepted this offer and fail to join the organization by the said date, you will be liable to compensate the company an amount as decided by the management, which will be in accordance to the recruitment expenses. You will also be black listed from being hired for any future job opening in Symega or within Synthite group of companies.

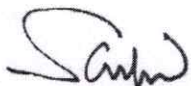
14. Your recruitment is subject to your medical fitness and background verification of your documents produced during your recruitment process.

15. On your joining day, you will be provided with an appointment letter. By signing, you shall agree to abide by all policies of the company enlisted in the Employee Handbook. You will also be asked to sign a Non-Disclosure agreement and other documents towards confidentiality of company data. Any breach of contract or non-compliance with the above shall be punishable and will be subject to the courts of Kolenchery, Kerala.

You are directed to report to office on 03 February 2020. In acknowledgement of the acceptance of this offer letter, please return the copy duly signed by you.

Thanking you,

I accept the above terms and conditions:



Managing Director



(Keerthana Roop)



GST No: 32AADCM4997N1ZV
CIN: U15499KL1999PTC013100

Regd. office :TC-16-1382, Sasihri Road, Nellikunnu, Thrissur - 680 005, Kerala, India.
Ph : 0091-487 - 2420895, 2428125, 2425160 E-mail: info@manjilas.com
Visit us :www.manjilas.com

Manjilas Food Tech Pvt. Ltd.

RIBU DILSHAD P.P
Mar Athanasios College for Advanced Studies Tiruvalla.

June 11, 2019

Sub.: Offer Letter

Dear Ribu,

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

1. You will join us on or before **July 1, 2019**.
2. You will be getting a **Monthly CTC of Rs 18009/- (Rupees Eighteen thousand and nine only)**. 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		

3. Your next increment will be applicable during the annual appraisal period in April 2020.
4. This offer of employment is conditioned upon the successful verification of background and reference 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 : Kottakad, 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: mafpkd@manjilas.com
Naripotta, Kunissery P.O., Palakkad - 678 681, Kerala, India. Ph: 0492 2201343, 2201348. E-mail: mafnaripotta@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 **GM - 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.**

for,

Stanly Chirayath Junior
AGM - HR & ADMIN


I accept the above offer letter



SERVNTIRE GLOBAL PRIVATE LIMITED
4th Floor, Gayatri Building, Technopark Campus,
Kazhakkootam, Thiruvananthapuram
695 581, Kerala India
CIN: U72900KL2018PTC052309
E-Mail: info@servntire.com

SG/HR/083/2018

21/09/2018

Mr. Linto Thomas

Email: vellackallintothomas@gmail.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 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.

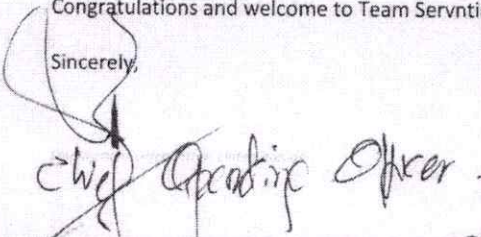
You are required to work 8 hrs per day from 10.00 am to 6.00 pm, excluding Sundays and public holidays as per the company's policy. You may sign and return a copy of this offer letter as a token of your acceptance along with a self-attested copy of the following documents. Since the company is not providing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

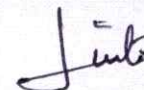
1. Address proof / ID Proof (Aadhar/ Voters ID/ Driving License).
2. Self-attested copy of educational certificates.
3. Two Passport size photographs.
4. Relieving Letter, Salary Certificate/Pay Slip from previous employer and three months Bank Statement of your salary account.
5. Contact details and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


Chief Operating Officer


Linto

SERVNTIRE.COM

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



ST. THOMAS COLLEGE, PALAI

REGISTERED WITH 'A' GRADE BY NAAC | CENTER WITH PREFERENCE FOR EXCELLENCE (UGC-CPE)

AFFILIATED TO MAHATMA GANDHI UNIVERSITY, KOTTAYAM, KERALA


No. Gs.III/Estt./EC: G/31/2020

05/03/2020

EXPERIENCE CERTIFICATE

Certified that Gopika Raj. P., Panthukalathil House, Vadavathoor P.O., Kottayam (Dist.) has served as Guest Lecturer in B.Voc. Food Processing Technology in the Department of Vocational Education in this College from 17th October 2019 to 28th February 2020. She has an excellent academic track record and has rendered commendable service as a committed and knowledgeable teacher. I firmly believe that she will prove to be an academic asset to any institution of higher learning. I wish Ms. Gopika Raj P. all success in her career.




Principal

91 4822 212317
91 9188420859
91 9447140859

principal.stc@gmail.com
www.stcp.ac.in

Arunapuram P.O., Kott
Kerala - 686 574
India