

Ref: C2/AN/1/A

Date 27/07/2023

Dear ANIRUDH K P,

We are pleased to offer you the position of Site Engineer (civil) and draughtsman at KVS Builders and Developers Pattambi. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion , your starting date will be on 04/08/23 . Please find the employee handbook enclosed herewith which contains the remunerations and benefits offered by our organization.

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.



True Copy Attested


Jose P

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

Sincerely ,

For KVS Builders and and Developers.

Pattambi.


For KVS BUILDERS & DEVELOPERS
SUDHISH.K.V.



Offer Letter

To
Ms. Anjali Santo,

27-05-2023

Dear Anjali Santo,

With reference to the interview and discussions we had, we are pleased to inform you about your selection as "SITE ENGINEER" for a career opportunity with Katpenter Project India Pvt Ltd, and welcome you to join us in our Pursuit of Excellence.

Your expected date of joining is **15 June 2023** and remain on probation for a period of 3 months. Based on periodic reviews made, you shall be considered for confirmation in the services of the company.

Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below. You are requested to submit the following documents on the date of joining. Kindly bring the originals for verification.

- Aadhar card for proof of identity, proof date of birth and proof of address.
- Copies of academic certificates or all mark sheets.
- Pan Card, Bank A/C details with proof.
- Four passport size photographs.
- Experience certificate and relieving letter from the previous employer.

PLEASE NOTE THAT: -

- The offer letter will be null and void if not signed and returned within 2 days.
- The job offer is subjected to necessary approvals and successful reference check.
- Any claims based on alleged verbal promise by any authority in the organisation are not a part of this letter and will not be entertained in future.

EMPLOYMENT: -

The employee agrees that he or she will faithfully and to the best of their ability carry out the duties and responsibilities communicated to them by the employer. The employee shall comply with all company policies, rules and procedures at all times.

FILE COPY MAINTAINED


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



POSITION: - As a Site Engineer, it is the duty of the employee to perform all essential job functions and duties. From time to time, the employer may also add other duties within the reasonable scope of the employee's work.

REMUNERATION: -

Your take home will be 7000/- and the increment will be based on your performance after probation period.

PROBATIONARY PERIOD: -


It is understood that the first 3 months of employment constitutes a probationary period. During this time, the employee is not eligible for paid time off or other benefits. During this time, the employer also exercises the right to terminate employment at any time without advanced notice.

NOTICE PERIOD: -

There will be a 30 days of notice period for the employee for the resignation. The employee can't resign the work between the bond periods (6 months). After completing the notice period, the employee should return any employer belongings provided by the company (ID card, books, drawing files, helmet, sim card, tape)

FINE & PENALTIES: -

There will be fine for employees, if they are not attending the weekly meeting & also not wearing proper dress code with identity card.


Rosmin Thomas
Human Resource Coordinator
Katpenter



I, Anjali Santo, accept the above terms and condition and will be joining on or before 15th June.

Name:

Signature:

True Copy Attested


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





Letter of Intent (LOI)

Superset ID: 3662743

Date: November 25, 2022

Dear Architha KP,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

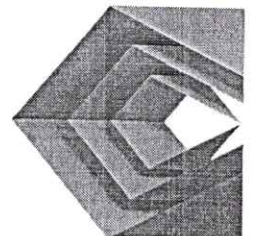
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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





Athira Vijayan
Parakal house
Nellaya, Karnataka, 679335

Dear Athira ,

Date: 21/08/2023

LETTER OF APPOINTMENT TO CSG Systems International (India) Private Limited ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the CSG. Your conditions of employment are as follows:

Position Details:

Job Title: Billing Systems Analyst Grad

Reporting Unit: MS APAC

Date of Commencement of Employment:

The commencement date of your employment is 04/09/2023.

Location of work

Embassy Tech Village, 5th Floor, Block I & J, Devarabisanahalli,
Outer Ring Road, Bangalore, Karnataka, 560103.

Special Conditions

- This offer expires within 24 hours of receipt of this Offer of Employment.
- The Employee will be required to have and maintain the legal right to work in India.
- The Employee will be required to possess and maintain valid travel documents (passport etc.) as travel will fall part of the employment duties.
- This offer is also contingent upon your representation that you are not a party to or bound by a non-compete, non-solicitation or any other agreement with a current or former employer restricting you from accepting and performing the functions of this offer of employment.
- This conditional offer is subject to successful completion of a background check. Due to current circumstances of supplier demand due to the increased volume in background checks globally, background checks have been

True Copy Attested

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





Annexure

First Name : Athira

Last Name : Vijayan

Position : Billing Systems Analyst Grad

Components of Compensation

Salary - India Salary Plan: ₹180,000.00

Allowance - Flexi Allowance: ₹158,400.00

Allowance - Housing Allowance: ₹90,000.00

Allowance - Provident Fund Contribution: ₹21,600.00

Total Annual Salary: ₹450,000.00

Signature: Veena Usulkar
Veena Usulkar (Aug 21, 2023 16:29 GMT+5.5)

Email: veena.usulkar@csgi.com

Signature: Athira
Athira Vijayan (Aug 21, 2023 17:45 GMT+5.5)

Email: athira.ce20@jecc.ac.in

True Copy attested


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



Offer Letter

To
Ms. Harsha Narayanan,

27-05-2023

Dear Harsha Narayanan,

With reference to the interview and discussions we had, we are pleased to inform you about your selection as "SITE ENGINEER" for a career opportunity with Katpenter Project India Pvt Ltd, and welcome you to join us in our Pursuit of Excellence.

Your expected date of joining is **02 August 2023** and remain on probation for a period of 3 months. Based on periodic reviews made, you shall be considered for confirmation in the services of the company.

Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below. You are requested to submit the following documents on the date of joining. Kindly bring the originals for verification.

- Aadhar card for proof of identity, proof date of birth and proof of address.
- Copies of academic certificates or all mark sheets.
- Pan Card, Bank A/C details with proof.
- Four passport size photographs.
- Experience certificate and relieving letter from the previous employer.

PLEASE NOTE THAT: -

- The offer letter will be null and void if not signed and returned within 2 days.
- The job offer is subjected to necessary approvals and successful reference check.
- Any claims based on alleged verbal promise by any authority in the organisation are not a part of this letter and will not be entertained in future.

EMPLOYMENT: -

The employee agrees that he or she will faithfully and to the best of their ability carry out the duties and responsibilities communicated to them by the employer. The employee shall comply with all company policies, rules and procedures at all times.

True Copy Attested


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



POSITION: - As a Site Engineer, it is the duty of the employee to perform all essential job functions and duties. From time to time, the employer may also add other duties within the reasonable scope of the employee's work.

REMUNERATION: -

Your take home will be 7000/- and the increment will be based on your performance after probation period.

PROBATIONARY PERIOD: -

It is understood that the first 3 months of employment constitutes a probationary period. During this time, the employee is not eligible for paid time off or other benefits. During this time, the employer also exercises the right to terminate employment at any time without advanced notice.

NOTICE PERIOD: -

There will be a 30 days of notice period for the employee for the resignation. The employee can't resign the work between the bond periods (6 months). After completing the notice period, the employee should return any employer belongings provided by the company (ID card, books, drawing files, helmet, sim card, tape)

FINE & PENALTIES: -

There will be fine for employees, if they are not attending the weekly meeting & also not wearing proper dress code with identity card.


Roshin Thomas
Human Resource Coordinator
Katpenter THRISSUR-680005

I, Harsha Narayanan, accept the above terms and condition and will be joining on or before 1st August.

Name:

True Copy Attested


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



Dear Mr K Sanjay Krishna

We are pleased to extend you an offer to join Masterbuilt Infrastructures as Junior Engineer-Quantity Surveying , Band A1.

This letter will memorialize the terms of your employment by Masterbuilt Infrastructures . 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 cooperate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company maybe subject to successful pre and/or post-employment. Your joining date on 01 September 2023.

- 2 months probation period

1. Your assigned work location is Thrissur. The Company may, after giving you Reasonable notice, transfer or assign your services to anyplace of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India
2. You will be entitled to leave as per company policy and will observe the working hours as maybe applicable to your category of employees and location of posting.
3. 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. 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. 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. 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

True Copy Attested


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



6. Last company's Offer Letter/Appointment Letter copy (If applicable)
7. Last company's Increment letter copy (If applicable)
8. Experience Letter/ Relieving Letter/Resignation Acceptance through Official email (clearly stating that resignation is accepted and you are Relieved (If applicable)
9. Last three month's Salary Slip from previous employer (If applicable)
10. Cancelled Cheque Copy (Bank Account Details)
11. 3 photographs

Name	K Sanjay Krishna	
Designation	Junior Engineer - Quantity Surveying	
Department		
Components	Annually	Monthly
Basic	144000	12000
HRA	NA	NA
Transport allowance	NA	NA
Total	1,44000	12000

Authorised signatory.

K SANJAY KRISHNA

Thanks

Team HR @ MASTERBUILT INFRASTRUCTURES



True Copy Attested

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



PNL Technologies Pvt. Ltd.

17SDF, Second Floor, CSEZ, Kakkanad, Cochin - 682 037



LIYA SAJI

DETAILER TRAINEE

EMERGENCY CONTACT: 0484 - 2413371

ENGINEERING

True Copy Attested

Jenath



JOSE P THERATTIL
Private
682 031

Ordient Ventures Pvt Ltd

Ph: +91 9731847847E mail : ordientventures@gmail.com

MERINA ANN MARTIN
Moyalán House,
P.O. Kallur
Thrissur, Kerala 680317

Date: 02/10/2023

Greetings

Congratulations! We are pleased to confirm that you have been selected to work for Ordient Ventures Pvt Ltd after the interview, had with you. We are delighted to make you the following job offer.

We are pleased to provide the post of site engineer and the probation period will be 90 days from of assuming the charge of assignment and notice period shall be 60 days from either side after the completion of probation period. During the period of probation, your service can be discontinued without assigning any reason. You shall be provided the monthly emoluments of Rs.15000 P.M. The working hours will be from 9AM to 7 PM and weekly off shall be Sunday. The weekly off can be changed as per requirement of company.

You are informed to keep information about the company confidential and shall not be shared to any one except it is told to you for sharing.

We would like you to start work on 16/10/2023 at 9 AM. If this date is not acceptable, please contact me immediately.

We are confident you will be able to make a significant contribution to the success of our Ordient Ventures Pvt. Ltd. Family and look forward to working with you.

Sincerely,

(Prajwal Kumar R)
Director
Ordient Ventures Pvt Ltd.

True Copy Attested



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

impex@ordientgroup.com www.ordientventures.com

11, 1st cross, Varthur, Bangalore 560087

EG/HR/TL/001/2023

19.07.2023

Ms.Sneha Suresh
Edakkunni House,
Thalore (P.O),
Thrissur - 680306

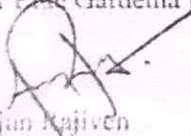
TRAINEE APPOINTMENT LETTER

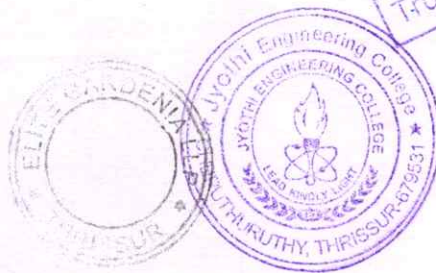
Dear Ms.Sneha Suresh

With reference to the interview you had with us on 17.07.2023, we are pleased to appoint you as "Trainee - Quantity Surveyor" in our organization on the following terms and conditions.

1. The duration of your training is 19.07.2023 to 01.02.2024.
2. During the training period, you will be paid Rs.6000/- (Rs. Six Thousand only) per month as stipend
3. In the event of your leaving our company during the training period you need to serve a notice period of 15 days along with paying a penalty of one month pay.
4. During the training period, you will not be entitled to leave with wages or any other allowances or benefits which are entitled to the regular employees of the company. Weekly off and other company holidays are allowed to you.
5. The company reserves the right to relieve you from the training at any time during the training period without notice and without assigning any reason.
6. On satisfactory & successful completion of training period, you will be put on probation for a period of Six months.

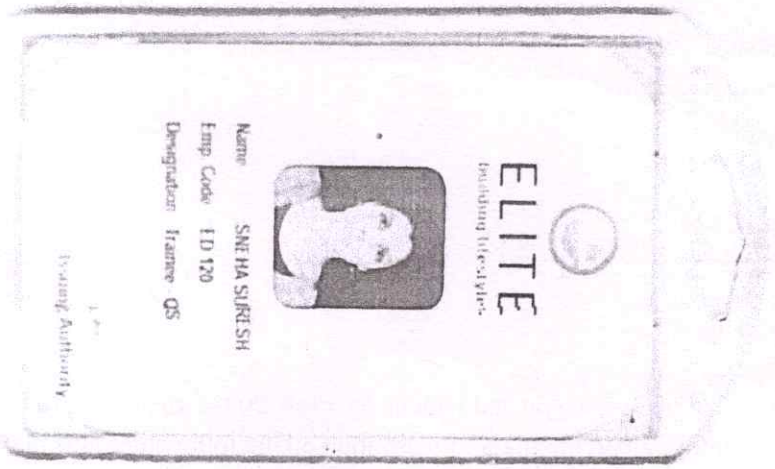
If the above terms and conditions are acceptable to you, please sign and return a copy of this letter.

Thanking You,
Yours Faithfully,
For Elite Gardenia L.L.P

Arjun Rajiven
Director & C.O.O



True Copy Attached


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



കേരള വാട്ടർ അതോറിറ്റി, പ്രൊജക്ട് ഡിവിഷൻ, നാട്ടിക

എക്സിക്യൂട്ടീവ് എഞ്ചിനീയറുടെ നടപടിക്രമം

(സാന്നിധ്യം: ശ്രീ. ബോബിൻ മത്തായി)

വിഷയം: ജല ജീവൻ മിഷൻ - ദിവസ വേതനാടിസ്ഥാനത്തിൽ താൽക്കാലിക വോളന്റിയർമാരെ നിയമിക്കുന്നത് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നത് - സംബന്ധിച്ച്

നമ്പർ : ഇ1-161/2021/Estt.

കേരള വാട്ടർ അതോറിറ്റി

തീയതി : 21-09-2023.

സൂചന: 08-08-2023 എന്ന തീയതിയിൽ ഈ ഓഫീസിൽ നടത്തിയ കുടിക്കാഴ്ച.

ഉത്തരവ്

മേൽസൂചന പ്രകാരം ജല ജീവൻ മിഷൻ പ്രവർത്തനങ്ങളുടെ പൂർത്തീകരണത്തിന്റെ ഭാഗമായി താഴെ പറയുന്ന ഉദ്യോഗാർത്ഥികളെ 755/- രൂപ ദിവസവേതന വ്യവസ്ഥയിൽ ഈ ഓഫീസിലേക്ക് താൽക്കാലിക വോളന്റിയർ ആയി നിയമിച്ച് ഉത്തരവാകുന്നു.

ക്രമ നമ്പർ	പേര്	മേൽവിലാസം
1.	ആനന്ദ് രാമദാസ്	കുളംപുറത്ത് വീട്, എങ്കക്കാട്, വടക്കാഞ്ചേരി പി.ഒ, തൃശ്ശൂർ,പിൻ -680589
2.	ജോയൽ ജോയ്	കാഞ്ഞിരത്തിങ്കൽ വീട്, അടിയറ കുറ്റുമുക്ക്, ആർ.വി.പുരം പി.ഒ , പിൻ -680631
3.	ലിമിത ജോസഫ്	അരശ്ശേരിൽ വീട്, ചേർപ്പ്, ചൊവ്വൂർ പിൻ - 680027
4.	അഭിജിത്ത് ബാബു	കൊളങ്ങാട്ടുകര വീട്, വരദിയം, അവണൂർ പി.ഒ,പിൻ - 680541
5.	അരുൺ പി.എം	പറക്കാട്ട് വീട്, പി.ഒ.വേലൂർ, പിൻ -680601
6. ✓	ശ്രേയ ഡേവിസ്സ്	കൊല്ലന്നൂർ വീട്, വടക്കാഞ്ചേരി പിൻ - 680623
7.	ഉണ്ണികൃഷ്ണൻ കെ.ബി	കരുവാൻ വീട്ടിൽ വീട്, പി.ഒ.ചെറുതുരുത്തി, തൃശ്ശൂർ ജില്ല, പിൻ -679531
8.	രജനി കെ.ആർ	കണ്ടുകാരൻ വീട്, പുത്തൂർ പി.ഒ., തൃശ്ശൂർ ,പിൻ -680014
9.	ഷഹന പി.വൈ	പടലക്കാട്ടിൽ വീട്, വടക്കാഞ്ചേരി തൃശ്ശൂർ ജില്ല, പിൻ -680590
10.	അശ്വതി പി.എച്ച്	പുഴപ്പറമ്പിൽ വീട്, വടക്കാഞ്ചേരി പി.ഒ, തൃശ്ശൂർ ജില്ല, പിൻ - 680590
11.	മനീഷ വി.സുധ	വെളുത്തോടത്തൊടി വീട്, വരവൂർ പി.ഒ., പിൻ-680585
12.	അഞ്ജിത പി.കെ	പെരുംകുളങ്ങര വീട് , കൊന്നക്കുഴി പി.ഒ, ചാലക്കുടി തൃശ്ശൂർ, പിൻ -680721
13.	ജീജ ദേവി ഇ.ജെ	എരുനെല്ലി വീട്, വെറ്റിലപ്പാറ പി.ഒ, ചാലക്കുടി പിൻ -680721
14.	ആഷിക് എ എസ്	അറക്കൽ വീട്, നെല്ലായി പി.ഒ, പിൻ -680305
15.	മേരി പെട്ര പോൾസൺ	പുറത്തൂർ വീട്, ഏങ്ങങ്ങിയൂർ , തൃശ്ശൂർ ജില്ല, പിൻ -680615

True Copy Attested


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



ഈ നിയമന ഉത്തരവ് കൈപ്പറ്റി 7 ദിവസത്തിനകം ജോലിയിൽ പ്രവേശിക്കേണ്ടതാണ്. പ്രസ്തുത സമയപരിധിക്കുള്ളിൽ ജോലിയിൽ ഹാജരാകാത്തപക്ഷം ഇനിയൊരു അറിയിപ്പ് കൂടാതെ ഈ ഉത്തരവ് റദ്ദ് ചെയ്യുന്നതാണ്. ജോലിയിൽ പ്രവേശിക്കുന്നതിനുമുമ്പ് താങ്കളുടെ പേര്, ജനന തീയതി, യോഗ്യത എന്നിവ തെളിയിക്കുന്ന രേഖകളുടെ പകർപ്പുകൾ ഈ ഓഫീസിലേക്ക് സമർപ്പിക്കേണ്ടതാണെന്നും ഈ ഓഫീസിൽ രേഖാമൂലം റിപ്പോർട്ട് ചെയ്യണമെന്നും നിർദ്ദേശിച്ചുകൊള്ളുന്നു.

ഈ നിയമനം താൽക്കാലികവും, ജെ.ജെ.എം. പ്രവൃത്തികളുടെ പൂർത്തീകരണം വരെ ആണെന്നും, ഈ ഓഫീസിൽ തെറ്റായ വിവരങ്ങൾ നൽകിയതിനാലോ ഉദ്യോഗാർത്ഥികളെ തെറ്റായി നിയമനിർദ്ദേശം നൽകിയതിനാലോ ആണ് താങ്കൾക്ക് ഈ നിയമനം ലഭിച്ചത് എന്ന് പിന്നീട് തെളിയുന്നപക്ഷം താങ്കൾക്ക് ഉടൻ പിരിഞ്ഞുപോകേണ്ടിവരുമെന്നും അറിയിക്കുന്നു. ജോലിയിൽ പ്രവേശിക്കുന്ന ആദ്യദിവസംതന്നെ ഇക്കാര്യം സമ്മതിച്ച് രേഖാമൂലം ഈ സമുപസരതാവന താങ്കൾ സമർപ്പിക്കേണ്ടതാണ്.

സ്വീകർത്താവ്
മേൽ ഉദ്യോഗാർത്ഥികൾ

Dr. M. M.
എക്സിക്യൂട്ടീവ് എഞ്ചിനീയർ
എക്സിക്യൂട്ടീവ് എഞ്ചിനീയർ
പ്രൊജക്ട് ഡിവിഷൻ
കേരള വാട്ടർ അതോറിറ്റി
നാട്ടിക-680 566

പകർപ്പ്: സുപ്രണ്ടിംഗ് എഞ്ചിനീയർ, പി.എച്ച്.സർക്കിൾ, തൃശ്ശൂരിന്റെ അറിവിലേക്കായി സമർപ്പിക്കുന്നു.

True Copy Attested

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





MASTERBUILT

IIIrd Floor, Abhcon Axis
Galilee Junction, Kuriachira
Thrissur, Kerala - 680 006

Dear Mr Prince Francis,

We are pleased to extend you an offer to join Masterbuilt Infrastructures as Site Supervisor, Band A1.

This letter will memorialize the terms of your employment by Masterbuilt Infrastructures. 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 cooperate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company maybe subject to successful pre and/or post-employment. Your joining date on 03 October 2023.

- 6 month probation period.
1. Your work location is assigned by the company according to the requirement. The Company may, after giving you Reasonable notice, transfer or assign your services to anyplace of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India
 2. You will be entitled to leave as per company policy and will observe the working hours as maybe applicable to your category of employees and location of posting.
 3. 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. 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. 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.

True Copy Attested

Jose P

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





MASTERBUILT

IIIrd Floor, Abhcon Axis
Galilee Junction, Kuriachira
Thrissur, Kerala - 680 006

Documents to be submitted while joining

1. PAN Card Copy
2. Aadhaar Card Copy
3. Permanent Address Proof
4. Current Address Proof
5. Mark sheet and pass certificate/degree of the highest qualification
6. Last company's Offer Letter/Appointment Letter copy (If applicable)
7. Last company's Increment letter copy (If applicable)
8. Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted and you are relieved (If applicable)
9. Last three month's Salary Slip from previous employer (If applicable)
10. Cancelled Cheque Copy (Bank Account Details)
11. 3 photographs

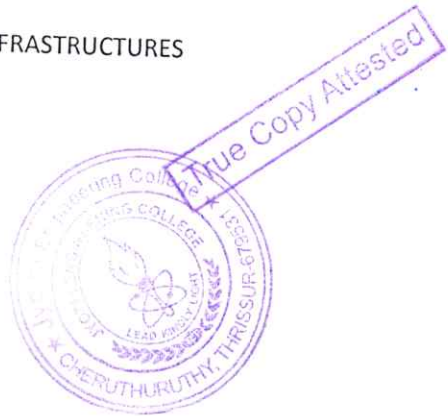
Name	Prince Francis	
Designation	Site Supervisor	
Department	Operation	
Components	Annually	Monthly
Basic	120000	10000
HRA	NA	NA
Transport Allowance	24000	2000
Total	144000	12000

AUTHORISED SIGNATORY

PRINCE FRANCIS

Thanks

Team HR @ MASTERBUILT INFRASTRUCTURES



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



IIIrd Floor, Abhcon Axis
Galilee Junction, Kuriachira
Thrissur, Kerala - 680 006

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. 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 to join a company.
- 11. 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. Refer the salary details.
- 13. 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, Masterbuilt Infrastructures 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.

- 1. During the term of your employment with Masterbuilt Infrastructures you may not engage in any employment or act in anyway, which either conflicts with your duties and obligations to Masterbuilt Infrastructures, or is contrary to the policies or the interests of Masterbuilt Infrastructures.
- 2. During the term of your employment with Masterbuilt Infrastructures you are required to disclose all material and relevant information, which may either affect your employment with Masterbuilt Infrastructures currently or in the future or maybe in conflict with the terms of your employment with Masterbuilt Infrastructures, either directly or indirectly. If at any time during your employment, if Masterbuilt Infrastructures becomes aware that you have suppressed any material or relevant information required to be disclosed by you, Masterbuilt Infrastructures reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by Masterbuilt Infrastructures.

True Copy Attested

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





Employees' Provident Fund Organisation, India

Member Service History

UAN : 101957392086

Name MOHAMED THANISH K A

Date: 01-Jul-2023

Sn.	Member Id	Establishment Name	Establishment ID	DOJ			DOE		
				EPF	EPS	FPS	EPF	EPS	FPS
1	CBCBE1874154000001009 6	DHARMIC LIVING PRIVATE LIMITED	CBCBE1874154000	02/05/2023	02/05/2023	NOT AVAILABLE	NOT AVAILABLE	NOT AVAILABLE	NOT AVAILABLE

True Copy Attested



Dr. JOSHI
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



VICTORIA

DHARMIC LIVING PRIVATE LIMITED

5th Floor, Door No.62, Time Square, A.T.T Colony, Balasundaram Road, Coimbatore, Tamilnadu 641018

Payslip for the month of June 2023

Name:	ARUN FRANCIS	Employee No:	VR218
Joining Date:	13 Apr 2023	Bank Name:	State Bank of India
Designation:	JR SITE ENGINEER	Bank Account No:	40486365266
Department:	ENGINEERING	PAN Number:	AHOPF1066A
Location:	THRISSUR	PF No:	
Effective Work Days:		PF UAN:	
LOP:	367		

Earnings	Full	Actual	Deductions	Actual
BASIC	8506.67	8506.67	PF	1276
DA	2126.67	2126.67	ESI	80
Total Earnings:INR.	10633.34	10633.34	Total Deductions:INR.	1356

Net Pay for the month (Total Earnings - Total Deductions): **9277.34**

(Rupees nine thousand two hundred seventy seven And thirty four paise Only)

This is a system generated payslip and does not require signature.

True Copy Attested


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



KR.HR.HRD.03.GEN /GA/CIVIL/2022
18.11.2022

Mr/Ms. ANJALI SURESH
Email ID : anjaliskavil@gmail.com
Roll No. : 6004

Dear candidate:

Selection of Graduate Apprentice-Civil

With reference to your application against our notification, subsequent interview and medical examination you had with us for the above apprenticeship, we are pleased to offer you apprenticeship training as **Graduate Apprentice (Civil)** under the Apprentices Act, 1961. You should report for the apprenticeship training at **8.15 AM on 1st December, 2022 (Thursday) at BPCL-Kochi Refinery, Ambalamugal, Ernakulam-682302, Kerala.**

Your training will be for a period of 12 months from the date of your engagement as Apprentice and during that period you will be paid a stipend of ₹ 25,000/- (Rupees twentyfive thousand only) per month. You will be required to execute a Contract of Apprenticeship with M/s. Bharat Petroleum Corporation Limited, Kochi Refinery. Please note that this apprenticeship training does not create any obligation at any time on either side in the matter of employment with us and it should not be construed as an offer of employment with the Corporation under any circumstances.

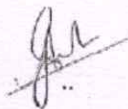
This offer is provisional and is subject to further verification of all your original certificates viz., Age, Qualification, Caste etc. If you have declared that you belong to Scheduled Caste or Scheduled Tribe or Other Backward Classes (non-creamy layer), the Caste/Tribe/OBC-NCL (as the case may be) certificate will be verified through proper channel and if the declaration is found to be false, your training will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates. This offer is also subject to your producing satisfactory proof of your proper release from your present employer, if you are presently employed. You may also note that at anytime, if your conduct is not found to be satisfactory during your engagement as Apprentice with the Corporation, the said engagement will be terminated immediately by the Corporation at its sole discretion without any notice or payment, thereof.

If the above terms and conditions are acceptable to you, you may please report for the apprenticeship training on **1st December, 2022**. You are required to bring the following at the time of joining:

- Original certificates in proof of age, qualifications, experience and Caste (SC/ST/OBC, if applicable).
- Two certificates from two Gazetted Officers (not relatives) of State or Central Government regarding your character and conduct (Format attached).
- Character and Antecedents verification certificate (in the prescribed format) obtained from the concerned Police Station House in whose jurisdiction you reside (Format attached).
- Attestation form in the prescribed format duly filled and certified by a Gazetted Officer (minimum two years' acquaintance) of Central or State Government. (Format attached-take printout of each page separately).
- Caste/community certificate in the prescribed format from recognized authority (for SC/ST/OBC category).
- 3 copies of latest passport size and 3 copies of stamp size colour photographs (in formal dress only). A soft copy of the passport size photograph and your signature (both in 'jpeg' format) should be available in your Mob.
- Photocopy of Aadhar Card.
- Photocopy of front page of Bank passbook, NEFT form duly signed by Branch Manager and Permanent Account Number copy.
- National Web Portal User ID and registration number.

We take this opportunity to welcome you to our Organization and wish you a fruitful training.

Very truly yours,
For BPCL-Kochi Refinery


Anjoo John
Chief Manager (HRD)



True Copy Attested


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



CENTRE OF SCIENCE & TECHNOLOGY
FOR RURAL DEVELOPMENT

Ayyanthole, Thrissur - 680 003, Kerala, India
Phone : 0487-2366388, 2365988, 2360788, 2364203
Fax : 0487 - 2366388
Email : costfordayanthole@gmail.com

No. COSTFORD/330/2022 dated 09.01.2023

Ms. Rosemariya J Kavalakatt
House of Mariya's, House No. 4
Keltron Nagar, Kolazhy
Thrissur

Sub : Offer of Appointment as Site Engineer Trainee on Temporary basis

Madam,

We are pleased to inform that based on the interview held at COSTFORD Main Office on 13.12.2022, you are hereby offered the post as Site Engineer Trainee on temporary basis at a consolidated pay of Rs. 8750/- per month from the date of joining. You will be under the administrative control of Senior Project Director, COSTFORD, Main Centre. You will be on probation for 6 months and further continuance in the post will be only on satisfactory performance of your duties.

Your engagement shall be governed and regulated by the following terms and conditions and rules and regulations of COSTFORD approved by the COSTFORD, Governing Body, Managing Committee & General Body from time to time.

- You will be paid a consolidated remuneration of Rs 8750/- per month.
- All payment will be released on authorization of payment by the concerned controlling officer under whose supervision and direct control she has to work.
- You will work whole time observing normal working hours and follow the rules, regulations, discipline etc. of COSTFORD and ethics of the engineering professions
- While on tour, you will be entitled to TA/DA as per COSTFORD Rules.
- Remuneration will be subjected to deduction of income tax at sources u/s 192 of income tax act. However, if the officer is able to produce exemption from the concerned I. T.O no deduction will be made.
- You will be enrolled in statutory schemes like EPF/ESI and deductions as per rules and provisions thereof made from your remuneration.



True Copy Attested

J. J. J.
Dr. J. J. J. P. Thiruvananthapuram
Principal
Jyothi Engineering College
Changanassery - 689521

- g) Your headquarters will be at COSTFORD, Main Centre. However, your service can be availed of anywhere in Kerala as per exigencies of work
- b) You will not communicate disclose any information pertaining to your assignment to COSTFORD by means of publication or otherwise which may embarrass the Organization's image, work or likely to affect the sovereignty and integrity of India. Security of the state
- i) You will join duty on 09.01.2023 before Senior Project Director, COSTFORD Main Centre, Thrissur and report compliance.



Yours faithfully

SUR

Executive Director
Executive Director
COSTFORD
Ayyanthole, Thrissur-620003

Copy : Senior Project Director
Additional Director
Joint Director (Admin)
Joint Director (Tech)
Treasurer
Accounts Section



CENTRE OF SCIENCE & TECHNOLOGY
FOR RURAL DEVELOPMENT

Ayyanthole, Thrissur - 680 003, Kerala, India
Phone : 0487-2366388, 2365988, 2360788, 2364203
Fax : 0487 - 2366388
Email : costfordayyanthole@gmail.com

No. COSTFORD/330/2022 dated 02.01.2023

Shri. Antony James
Chirayath Manjiyil House,
Paravattani, Ollukkara P.O
Thrissur - 680 655

Sub : Offer of Appointment for the post of Site Engineer on Temporary basis

Dear Antony James,

We are pleased to inform that based on the interview held at COSTFORD Main Office on 17.12.2022, you are hereby offered the post as Site Engineer Trainee on temporary basis at a consolidated pay of Rs. 8750/- per month from the date of joining. You will be under the administrative control of Senior Project Director, COSTFORD, Main Centre. You will be on probation for 6 months and further continuance in the post will be only on satisfactory performance of your duties.

Your engagement shall be governed and regulated by the following terms and conditions and rules and regulations of COSTFORD approved by the COSTFORD, Governing Body, Managing Committee & General Body from time to time.

- You will be paid a consolidated remuneration of Rs 8750/- per month.
- All payment will be released on authorization of payment by the concerned controlling officer under whose supervision and direct control she has to work.
- You will work whole time observing normal working hours and follow the rules, regulations, discipline etc. of COSTFORD and ethics of the engineering professions
- While on tour, you will be entitled to TA/DA as per COSTFORD Rules.
- Remuneration will be subjected to deduction of income tax at sources u/s 192 of income tax act. However, if the officer is able to produce exemption from the concerned I. T. O no deduction will be made.
- You will be enrolled in statutory schemes like EPF/ESI and deductions as per rules and provisions thereof made from your remuneration.



True Copy Attested

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

KITCO Ltd.

(Estd. In 1972 by IDBI & Govt. of Kerala)

Regd. Office: MM Gardens, PB No: 1820, Church Landing Road,
Near Kerala Fine Arts Hall, Ernakulam 682 016.
E-mail: mail@kitco.in, Web: www.kitco.in

Regd. Office: Femith's, P.B. No: 4407, Puthiya Road, NH Bypass
Vennala, Kochi 682 028, Kerala, India
Tel : +91-484-4129000 / 6129000, Fax : +91-484-2805066
E-mail: mail@kitco.in, Web: www.kitco.in

CIN : U74140KL1972GOI002425

No. ³³²⁴ :AT-02:HR:2022
18th October, 2022

Mr. Ansary H
Moopan Manzil,
Nechur P O
Palakkad - 678 722

Dear Mr. Ansary,

Offer for apprenticeship training in KITCO (Civil Engineering)

With reference to your interview, we advise that KITCO is prepared to offer you the above training on the following terms and conditions:

- Your training period will, strictly, be for a period of one year from the date of executing the contract of Apprenticeship.
- You will be given a stipend of Rs.12,000/- per month during the training period.
- Site allowance will be given in addition to the monthly stipend to those who are posted at work sites.
- Leave will be as laid down in the Apprenticeship Act.
- Your training will be governed by the terms and conditions under the Apprenticeship (Amendment) Act, 1973.
- You are not eligible for joining as Graduate Apprentice in KITCO, in case you are undergoing or have undergone apprenticeship elsewhere.

You are advised to come and report for duty on 26th October, 2022 at the KITCO Office, Kochi, if the above terms and conditions are acceptable to you. If so, the duplicate copy of this letter enclosed may be returned to us duly signed by you as token of your acceptance.

Please also bring original as well as self attested copies of the certificates as proof of age and qualification.

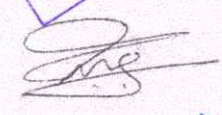
Yours faithfully,


Renjith K K
Senior Officer - HR



Accepted,
Ansary

True Copy Attested



Dr. J. P. THERALIL
Principal
Jyoti Engineering College
Thiruvananthapuram - 679531



Thiruvananthapuram
TC No: 16/839-1, Kochar Road, Jagathy, Thiruvananthapuram 695 014
Tel: +91-471-2324462. Fax: +91-471 2324543

New Delhi
No: B2/92, 9th Floor, Himalaya House, 23, KG Marg, New Delhi 110 001
Tel: +91-11-41030081



TULIP
-LEARN · GROW · CHANGE-



Ministry of Housing
and Urban Affairs
Government of India



Offer Letter

Dear Mr/Ms. GOPIKA M

We would like to congratulate you on being selected for The Urban Learning Internship Program as an intern to work and assist in the Department of Civil in Cochin Smart Mission Limited

We are pleased to offer you an internship for a period of Minimum 2 Months to Maximum 6 Months beginning 09-08-2022 to 09-02-2023.

During the internship you will be required to discharge the responsibilities allocated by the Cochin Smart Mission Limited in furtherance of your role. The Cochin Smart Mission Limited may also assign additional responsibilities as needed to promote effective learning. The offer is subject to the acceptance of the following terms:

Deliverables:

In the course of the internship, you will be required to meet reporting requirements as directed by the reporting officer.

Stipend and Allowances:

You will be paid a stipend of Rs. 6000 on a monthly basis.

You may be reimbursed for expenses incurred in completion of the assignments at the Cochin Smart Mission Limited discretion with prior approval

Workplace Conduct:

You will be required to adhere to professional standards of workplace conduct.

Confidentiality and Deliverable Ownership:

During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action

The final ownership & responsibility of the reports, designs, tools and other intellectual property generated during the course of the internship will lie with the Cochin Smart Mission Limited. The Cochin Smart Mission Limited may allow use of such property for academic purposes on a case-to-case basis.

Disputes:

The final ownership & responsibility of the reports, designs, tools and other intellectual property generated during the course of the internship will lie with the Cochin Smart Mission Limited. The Cochin Smart Mission Limited may allow use of such property for academic purposes on a case-to-case basis.

During the course of the internship, any dispute arising between you and Cochin Smart Mission Limited will be settled amicably in accordance with the law of the land.

If you agree to the above terms of the offer, please indicate acceptance of the offer letter and below undertaking to the undersigned.

Sincerely,

Cochin Smart Mission Limited

Date : 01/08/22



True Copy Attested

J. J. J.
Dr. J. J. J. Principal
Jyothi Engineering College
Cheruthuruthy - 679531



TULIP
·LEARN · GROW · CHANGE·



**Ministry of Housing
and Urban Affairs**
Government of India

Under Taking

I, GOPIKA M R/O Kerala, who is undergoing an internship at Cochin Smart Mission Limited, do hereby undertake on this the 09-08-2022, the following:

1. I will be present at the premises of the Cochin Smart Mission Limited or any other venue, as notified by the nodal officer/authorized officer of Cochin Smart Mission Limited, to undertake tasks assigned to me for the duration of the internship. I will communicate to the nodal officer/authorized officer should there be any reason or inability to be present.
2. I will communicate regularly with the said nodal officer/authorized officer on the progress of the tasks undertaken and furnish the monthly progress report to be evaluated by the said nodal officer/authorized officer.
3. I understand that any work products/IPR produced during the internship is a property of Cochin Smart Mission Limited and the terms of its use shall be decided at the discretion of the Cochin Smart Mission Limited.
4. I declare that, I will neither join in any coercive agitation/strike for the purpose of forcing the concerned authorities to solve any problem, but amicably resolve the same through the nodal officer or appropriate grievance redressal mechanisms.
5. I will adhere to workplace norms and abide by ethical standards followed in Cochin Smart Mission Limited. In the instance of a professional misdemeanour or misconduct I understand that the concerned authorities shall terminate my internship and may take appropriate legal recourse as provided under the law of land.
6. I declare that, I shall be solely responsible for any act/actions of disrepute and shall be liable for punishment as per the law of the land. I further understand that the Cochin Smart Mission Limited or concerned authorities shall in no way provide any legal support to me and will not be held responsible.
7. I declare that I have not been convicted or found guilty of any criminal offence or associated with or accomplice to an ongoing criminal investigation.

During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action

8. I declare that I am not suffering from any serious/contagious ailment and/or psychiatric/psychological disorder which may hinder my performance as intern.
9. I further declare that, my internship shall be terminated forthwith at any stage, if I am found to be ineligible and/or the information provided by me are found to be incorrect or on grounds of misconduct etc. as came to the notice of Cochin Smart Mission Limited.
10. I hereby undertake to inform Cochin Smart Mission Limited and concerned authorities, about my changes in information submitted by me, in the application and any other documents, including changes contact details/addresses/phone nos. etc., from time to time.

Sincerely,

Date: 01/08/22
Internship ID: INTERNSHIPGOV_16067301925fc4c1d05ce70
Name of Student: GOPIKA M



KITCO Ltd.

(Estd. in 1972 by IDBI & Govt. of Kerala)

Regd. Office: MM Gardens, P.B. No: 1820,
Church Landing Road,
Near Kerala Fine Arts Hall, Ernakulam 682 016.
Tel : +91-484-4129000 / 6129000
E-mail: mail@kitco.in, Web: www.kitco.in

CIN : U74140KL1972GOI002425

No. **6330** :AT: HR: 2023
22nd February, 2023

Ms.Sapna Ramachandran,
Puthukulangara House
Chowannur P O
Kunnamkulam
Thrissur

Dear Ms.Sapna Ramachandran,

Offer for apprenticeship training in KITCO (Civil Engineering)

With reference to your interview, we advise that KITCO is prepared to offer you the above training on the following terms and conditions:

- Your training period will, strictly, be for a period of one year from the date of executing the contract of Apprenticeship.
- You will be given a stipend of Rs.12,000/- per month during the training period.
- Site allowance will be given in addition to the monthly stipend to those who are posted at work sites.
- Leave will be as laid down in the Apprenticeship Act.
- Your training will be governed by the terms and conditions under the Apprenticeship (Amendment) Act, 1973.
- You are not eligible for joining as Graduate Apprentice in KITCO, in case you are undergoing or have undergone apprenticeship elsewhere.

You are advised to come and report for duty on or before 27th February, 2023 at the KITCO Office, Kochi, if the above terms and conditions are acceptable to you. If so, the duplicate copy of this letter enclosed may be returned to us duly signed by you as token of your acceptance.

Please also bring original as well as self attested copies of the certificates as proof of age and qualification.

Yours faithfully,


Renjith K K
Senior Officer - HR



True Copy Attested


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

D:\D drive\HR2023\Apprenticeship\Appointment order\Sapna Ramachandran.doc



Thiruvananthapuram
TC No: 26/2143, Suvarnarekha, SRA 33B, Law College Road,
Barton Hill, Vanchiyoor P.O., Thiruvananthapuram 695 035
Tel: +91 471 2334422

New Delhi
No: 419, 4th Floor, Naurang House,
21, Kasturba Gandhi Marg, Cannaught Place, New Delhi 110 001
Tel: +91 11 45000000

KIN/II/1(iv)/2022-23

14th February 2023

Gopika Prasanth P
Ambadi House
Nediyiruppu P.O
Kondotty
Malappuram-673638
Ph: 8606074112
gopikaprasanthkp@gmail.com

Dear Ms. Gopika Prasanth P

Sub: Appointment of Graduate Apprentice Trainee.

Based on the interview conducted, we are pleased to offer you one year Apprenticeship from the date of joining as Graduate Apprentice (Civil Engineering) as per the **Apprentice Act 1961** in our Organization. You are requested to report to the **Junior Manager (PA), KINFRA Techno Industrial Park (K-TIP), Near Calicut University, Chelambra P.O, Kakkancherry, Malappuram District-673643 Ph: 0494-2401178** on or before **20.02.2023**.

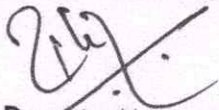
Your place of training is **KINFRA Techno Industrial Park, Kakkancherry, Malappuram**. Your location of Training is transferable to any of our projects or to any of our offices within Kerala State. You will be paid a stipend of **Rs. 9,000/- (Rupees Nine Thousand Only)** per month during the period of Apprenticeship Training.

You are requested to produce the original certificates for our verification at the time of joining for training.

You are also requested to register online in **NATS (National Apprentices Training Scheme)** before joining and submit the registration ID and password. If you are not able to register please do inform us through e-mail: hr@kinфра.org.

Thanking you,

Yours faithfully,



Deputy Manager (P&A)



True Copy Attested


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



Dated: 28th March 2023
Offer Ref No: AIPL/C4011

Employment Contract: Technology Associate – Band 1

Dear A Krishna Prasad,

Address: Arakkal(H),Thaikkattussery(PO),Ollur,Thrissur,680306

This is to announce that you have successfully cleared the requisite competency tests and panel interviews in our recently held recruitment Campus Drive, 2023. We are pleased to make an offer to you in the position of **Technology Associate – Band 1** at Acabes International Pvt Ltd. Your employment with us will be subject to the following terms and conditions:

- 1. Date of Appointment:** This employment letter is effective from 28th March 2023 and your Joining date is on the 4th September 2023.
- 2. Remuneration:** Your Cost to Company is Rs. 4,70,000/- Per Annum (Four Lakhs Seventy Thousand Rupees Only Per Annum). Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential, and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
- 3. Place of Posting:** Your initial posting is at our Kochi office. However, your services are transferable to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
- 4. Probation:** You will be under probation for a period of 6 (six) months (inclusive of all days) from the date of appointment. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further, or if your performance is below the expectation of the management, your service is liable to be terminated without any notice or compensation, and without prejudice to any other right or claim the company has, as a result of such termination. On successful completion of your initial or extended probation period, you may be absorbed in the regular cadre of the company on such terms and conditions, as may be decided by the company. The company reserves the right to offer a joining Bonus to all employees as per the Bonus Policy after the successful completion of the probation.
- 5. Travel:** You will be required to travel to various Indian as well as overseas destinations, for short as well as medium term durations, for work assigned by the company, as and when required. You shall have a valid passport with ECNR status. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

Acabes International Pvt. Ltd.
9B-2, 9th Floor, Jyothirmaya, Infopark
Phase II, Kochi, Kerala 682303
www.acabesinternational.com



acabite@acabesinternational.com
CIN: U72900KL2022FTC074997

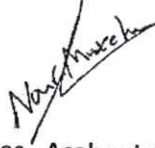
True Copy Attested



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



For Acabes International Pvt. Ltd



Human Resources - Acabes International

I have read and fully understood the terms and conditions of the offer mentioned in the above offer letter and unconditionally accept the same without any reservation, whatsoever.

Name: A Krishna Prasad

Date:

Signed _____

Annexure

Ref: AIPL/C4011

Name: A Krishna Prasad

Designation: Technology Associate

Band: 1

Effective Date: 28th March 2023

Joining Date: 4th September 2023

Detailed Compensation Structure: -

A detailed compensation structure with the CTC breakup constituting your basic salary, HRA, other allowances, Provident fund contributions and TDS will be shared with you upon actual Joining, including your holiday and leave entitlements.

Special terms:

Acabes has a policy of providing discretionary Joining Bonus equivalent to 1 month's salary after satisfactorily completing the 6 months' Probation period. Your employment agreement with Acabes automatically qualifies you to this policy after you are confirmed.

True Copy Attested

Acabes International Pvt. Ltd.
9B-2, 9th Floor, Jyothirmaya, Infopark
Phase II, Kochi, Kerala 682303
www.acabesinternational.com

acabite@acabesinternational.com
CIN: U72900KL2022FTC074997


Dr. JOSPHIN THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Provisional Offer Letter

Doc Ref. No.: QGFY24C0781

Date of Issue: 19-December-2022

Dear Abin Anto,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining



True Copy Attested


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

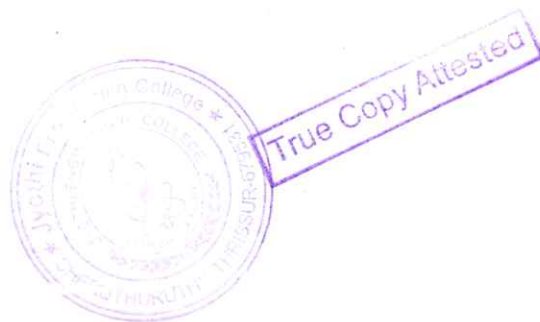
For Quest Global




Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.**




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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

Letter of Intent (LOI)

Superset ID: 3562374

Date: November 25, 2022

Dear ADEL YAHYA ALI,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

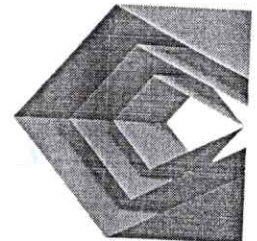
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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

Provisional Offer Letter

Doc Ref. No.: QGFY24C0782

Date of Issue: 19-December-2022

Dear Aishwarya Prasad,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining

True Copy Attested



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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India

Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

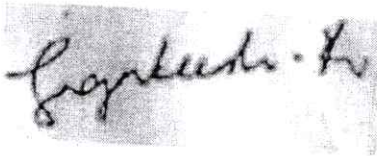
www.quest-global.com

As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global



Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.*

True Copy Attested



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

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Ms AISWARYA K
Adwaitham(H), Kallipadam,
Kulapully,
Shoranu,
Kerala - 679122

Contact No: 7902915385
Email: aiswaryasubash2001@gmail.com

Dear AISWARYA,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of Income Tax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



True Copy Attested

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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751)
converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30
November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**
Signed By: Divya Parihar
Reason: Letter of Intent
Location: Bangalore
Date:12/21/2022 17:41:57

Authorized Signatory

True Copy Attested


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





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

23 December, 2022

Ms AKSHARA C
Kannamritham, Manissery(P.O.),
Ottapalam,
Ottapalam, Palakkad,
Kerala - 679521

Contact No: 8078381240
Email: aksharac240@gmail.com

Dear AKSHARA,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of Income Tax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



True Copy Attested

J. Jyothish
Dr. JOY P THERATTIL
Principal
Jyothish Engineering College
Manissery, Ottapalam - 679531

EY Global Delivery Services India Private Limited, (a private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP, (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**
Signed By: Divya Parihar
Reason: Offer Letter
Location: Bangalore
Date: 12/23/2022 23:11:50

Authorized Signatory

True Copy Allset


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



This file is signed using Digital Signature.



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

26 December, 2022

Mr Alan Shaju
Kunnakkattu House, P O Elthuruth,,
..
Thrissur ,
Kerala - 680611

Contact No: 9947371834
Email: alanshajjohn@gmail.com

Dear Alan,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of Income Tax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

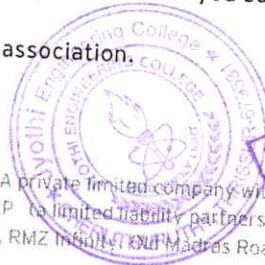
Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



True Copy Attested


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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC098754) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



EY

Building a better
working world

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**
Signed By: Divya Parihar
Reason: Offer Letter
Location: Bangalore
Date:12/26/2022 16:24:47

Authorized Signatory

True Copy Attested


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



This file is signed using Digital Signature.



Albert Fredy <albertfredy007@gmail.com>

Sutherland Joining

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
 To: "albertfredy007@gmail.com" <albertfredy007@gmail.com>

Thu, Apr 20, 2023 at 4:01 P

Dear Albert Fredy,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- <http://instagram.com/sutherlandlifeindia>
- <http://www.facebook.com/SutherlandIndia>
- <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

1. Purpose of this email?

You are receiving this email because you have cleared our interview processes at your campus for the technical/non-technical process. You have either received the Letter of Intent or we are sending it to your institutions and your email ID so that you receive them shortly. The following information in this email will answer most questions you might have regarding your next steps to join Sutherland, please read them carefully.

2. I did not receive my Letter of Intent, what should I do to get it?



True Copy Attested

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

The HR personnel will inform you of any additional documentation and help you with your fitment round and joining formalities.

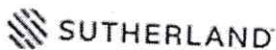
8. Are there any restrictions?

Please avoid carrying laptops, and external memory devices like a hard disc or pen drive whenever you are asked to walk into the facility.

9. How do I contact you?

As previously mentioned in the above answers, our campus recruitment team is reaching out to you batch-wise and will inform you about any additional information you might need. Until then if you have any questions apart from the ones answered above you can reach out to us at our email address SutherlandCampusTeam.India@sutherlandglobal.com

Regards:
Sutherland Campus team



Please Note: Once you are done with all the Examinations and ready for immediate joining, you can contact us on the number 8075780954.

Thanks& regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com

True Copy Attested

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



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



November 28, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aleena Babu

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Software Developer, in band 06G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

DO YOUR BEST WORK EVER.



Jyothi

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

True Copy Attested

IBM CONFIDENTIAL

IBM CONFIDENTIAL

ANNEXURE A

DATE	November 28, 2022		
NAME	Aleena Babu	BAND	06G
DESIGNATION	Software Developer	LOCATION	Kochi
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		337838	
2. Annual Flexible Benefit Plan (FBP)		405405	
3. Annual Reference Salary (ARS)		743243	
4. Retirals			
a) Provident Fund (PF)		40541	
b) Gratuity @ 4.8%		16216	
5. Annual Reference Salary + Retirals		800000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

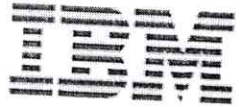
The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



True Copy Attested

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



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE _____

PRINTED NAME _____

DATE OF JOINING _____

DATE _____

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE _____

PRINTED NAME _____

DATE _____



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

True Copy Attested



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Ms Aleena Lorange
Kochumuttom House, Pulakkode P.O,
Chelakkara, Thrissur,
Chelakkara,
Kerala - 68058

Contact No: 6238755170
Email: aleenalorange@gmail.com

Dear Aleena,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751 converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 20 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore, 560016, India



This file is signed using Digital Signature.

True Copy Attested

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



Building a better working world

Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP

Signed By: Divya Parihar

Reason: Letter of Intent

Location: Bangalore

Date:12/21/2022 17:41:57

Authorized Signatory

True Copy Attested

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



This file is signed using Digital Signature.

Letter of Intent (LOI)

Superset ID: 3605873

Date: November 25, 2022

Dear ALEX C PRAKASH,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

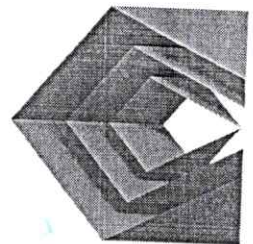
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



True Copy Attested


Dr. JOSE CHERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



LETTER OF INTENT

Dear Alex Mathai,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

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

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

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

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

Upon Joining Jobin and Jismi

1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.
2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.



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

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Jobin and Jismi nor should it in any manner confirm our intent to make you an offer of employment. We may, at anytime, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact hr@jobinandjismi.com.

ANNEXURE 1

Compensation Structure

Name: Alex Mathai

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
CTC	21500	258000
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
Net Pay	21300	255600

*Professional Tax and TDS will be deducted as per government norms.



True Copy Attested


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



Provisional Offer Letter

Doc Ref. No.: QGFY24C0785

Date of Issue: 19-December-2022

Dear Alfred Francis,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location:** Any of the Quest Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining



True Copy Attested

Jose P Therattil

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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India

Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQU Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

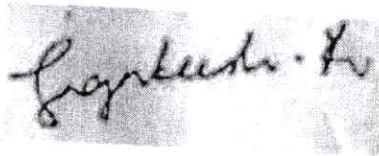
www.quest-global.com

As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global



Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.*



Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQU Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



Annexure – I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) Retirement Benefits: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) Bonus/Ex .Gratia	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(O) Total Variable Pay (TVP)	-	-
(P) Total Cost to Company (TCC)		3,00,000



True Copy Attested

Jose P Therattil
Principal
Anjithi Engineering College
Mysuru - 575001
Ph: 979531

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
Reg. office: AEQU Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India



Follow Up Letter- SupportSages

1 message

Careers <careers@supportsages.com>

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

Mon, Jul 10, 2023 at 11:3



Follow Up Letter

Hello Amal Shibu,

Congratulations!

We are pleased to inform that you have cleared all the interview rounds and is selected to join our company as '**Junior System Engineer**'. For further procedures we need a mail confirmation from your end agreeing to the company policies which were already discussed with you during the HR discussion.

Key points of HR discussion:

At the time of joining you are subjected to give a two year commitment by legal agreement with this firm.



True Copy Attested

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

■ Average CTC will be Rs 18,000/- per month and the amount will be revised based on your performance.

Kindly respond to this mail on or before 11th July 2023.

We would like to take this opportunity to wish you a successful career with SupportSages.

Thanks and Regards,

Malavika Sasi

HR Executive

SupportSages Consultancy Services Pvt. Ltd., 1st floor, Kadavilan Building, Opposite
Hotel Saravana Bhavan, Edappally - Pukkattupady Road,
Edappally P O, Kochi, Kerala

www.supportsages.com / hr@supportsages.com



True Copy



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

Letter of Intent (LOI)

Superset ID: 3584205

Date: November 25, 2022

Dear Anaida Babu M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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



Campus_Institu... 15-11-2022
to me

Dear Candidate,

Congratulations!

Thank you for taking part in the virtual Campus interviews offered by Movate Technologies Pvt Ltd. We are pleased to inform you that you have been selected and attached the Soft Copy of your Conditional Offer.

You are requested to take a printout of the same and sign and scan and send us the acceptance copy as .pdf through email within 2 Business Days.

Please note night shift allowance is part of the defined Salary structure. However, the shift allowances are paid based on the roster the employee clocks in at work based on the project requirements. In addition, you will be required to sign a 24 months training agreement for this position when you join Movate Technologies Private Limited.

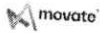
Wishing you a long and a successful career with Movate Technologies Pvt Ltd.

Regards,

Srimangesh S II Manager - Learning & Development II Movate

Block A6, 7th floor, Gateway Office Parks (SEZ) 16, GST Road, New Perungalathur II Chennai 631 1 India

Desk: || Cell: +91 9383369777 ||



Movate (formerly C&S Corp)

32 A & B, Ambit IT Park, Ambattur Industrial Estate, Chennai, India | www.movate.com



<https://www.cescorp.com/en/india-disclaimer>



True Copy Attested

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





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Ms Aneen E A
Edakalathoor,
House,
Thrissur,
Kerala - 680512

Contact No: 9746426444
Email: aneenaanu321@gmail.com

Dear Aneen,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP registration No. AAL - 2743) effective 30 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K.R. Puram Bangalore - 560016, India

This file is signed using Digital Signature.



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



Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP
Signed By: Divya Parihar
Reason: Letter of Intent
Location: Bangalore
Date:12/21/2022 17:41:57

Authorized Signatory

True Copy Attested

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



This file is signed using Digital Signature.

Letter of Intent (LOI)

Superset ID: 3602482

Date: November 25, 2022

Dear Anjana P S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

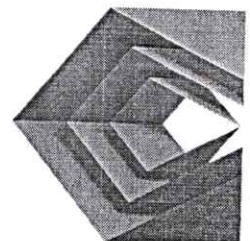
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

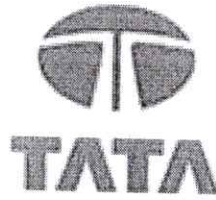
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Offer: Computer Consultancy
Ref: TCSL/DT20223061447/Trivandrum
Date: 19/09/2022

Ms. Ann Rose Jenson
Chembukkavu House, Plot No:48Uma Nagar,
Puliparambu, Ollukkara,
Thrissur-680655,
Kerala.
Tel# 91-9387813416

Dear Ann Rose Jenson,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223061447

TATA CONSULTANCY SERVICES

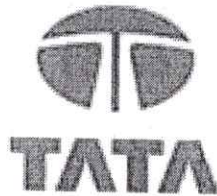
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri 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

True Copy Attested

Jenath

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



Withdrawal of Offer

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


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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click [here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
 Annexure 2: List of TCS Xplore Centres
 Annexure 3: Confidentiality and IP Terms

True Copy Attested



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

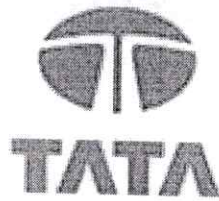


TCS Confidential
TCSL/DT20223061447

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Mishra Building 6th Floor, Infopark, Kusumagiri PO., Box no 682 Cochin India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021



GROSS SALARY SHEET

Annexure 1

Name	Ann Rose Jenson
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20223061447

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagin PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narimal Building, 9th Floor, Nariman Point, Mumbai 400 021

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679581

Date: 20/10/2022

Name: Annmerin Varghese
Address: THOMMANA HOUSE
MANNAMPETTA, P.O. VARAKKARA
THRISSUR, KERALA – 680 302

Offer of Employment

Dear Annmerin Varghese

We are pleased to offer you the position of Associate Software Developer at KOCHI - Kerala. This is a permanent position with a 3 months probationary period and is subject to a satisfactory background verification, references and acceptance of terms and conditions as stipulated in the employment contract.

You shall join us on or before 10th July 2023. A formal employment contract detailing the employment terms and conditions will be issued to you on completion of joining formalities. On the first day of joining, you are requested to produce the following documents in original along with a copy of each:

1. Educational Certificates
2. PAN Card copy
3. Aadhar Card
4. Passport copy
5. Latest passport size colored photo - 2

As a confirmation of your acceptance, please sign a copy of this offer and email it to us.

We look forward to having you on board soon.

Regards,

For SOTI India Private Limited



George Oommen
Senior Manager - People & Culture

True Copy Attested


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Salary Annexure

Employee Name	Annmerin Varghese	
Date of Offer	20/10/2022	
Business Title	Associate Software Developer	
Fixed Pay		
Components	Annual	Paid Monthly
Basic Salary	300,000	25,000
House Rent Allowance	120,000	10,000
Leave Travel Allowance	40,000	3,333
Meal Vouchers	26,400	2,200
Books and Periodicals	30,000	2,500
Fuel & Car Maintenance	21,600	1,800
Driver Salary	10,800	900
Gift Vouchers	5,000	417
Professional Pursuits/Training	30,000	2,500
Mobile and Internet Allowance	30,000	2,500
Special Allowance	100,200	8,350
Provident Fund (Employer)	36,000	3,000
Cost to the Company	750,000	62,500
Gratuity	Payable as per Gratuity Act 1972	
- Income tax is not calculated		
- Employees' contribution towards PF will be deducted from the gross salary		
- Medical Insurance premium is co-paid and employee share will be deducted once a year from the gross salary. The premium amount may vary yearly subject to changes in company policy.		

For SOTI India Private Limited



George Oommen
Senior Manager - People & Culture



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



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Mr Anurag N Nair
Chemmand House, "Indraprastha", P.O.,
Arimpur,
Thrissur,
Kerala - 680620

Contact No: 7306526153
Email: anuragnair11@gmail.com

Dear Anurag,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.


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



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By: Divya Parihar

Reason: Letter of Intent

Location: Bangalore

Date:12/21/2022 17:41:56

Authorized Signatory

True Copy Attested

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





Sutherland Joining

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: aparnam2602@gmail.com <aparnam2602@gmail.com>

Mon, 15 May 2023 at 2:19 pm

Dear Aparna M,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

Ø <http://instagram.com/sutherlandlifeindia>

Ø <http://www.facebook.com/SutherlandIndia>

Ø <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

1. Purpose of this email?



True Copy Attested

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

Thanks & regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



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

True Copy Attested


Dr. JOSE THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





Date: 03rd Dec 2022

Dear Arjun Aravind Menon

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:
 - a. you should complete a one hundred and twenty (120) hours of training under the Center of Excellence (CoE) initiative in your final year of your academic graduation.
 - b. >=90% attendance in Virtual Interactive Learning and Training (VILT)
 - c. Passing all training assessments with >80% threshold (upto 2 attempts would be provided to students for each module of training assessment. If you fail to clear in the first attempt, then you should clear all the training assessment modules in the second attempt. If you fail, you would not be considered eligible for final offer letter and recruitment process thereto.
 - d. 90% Lab Utilization
 - e. 90% E-Learning Completion
 - f. you are passing in all subjects of your academic graduation with minimum 70% percentage and within the scheduled original course duration.
 - g. In case, if it emerges after you are joining the training program of Movate that you have a backlog of subjects under your academic graduation and have not passed through, you should ensure completing the same within the scheduled original course duration to be eligible for selection to Movate.
 - h. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.
2. Movate will have the absolute right and discretion to offer employment to you notwithstanding your successful completion of the training as stated in this conditional offer letter, you passing your academic degree qualification and you meeting the requisite standards specified by Movate. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.
3. You shall not be eligible for or paid any stipend for the one hundred and twenty (120) hours of training that you undergo as part of the Center of Excellence initiative.
4. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

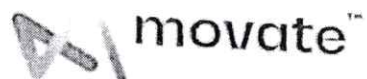
MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034

Regd Address 6th Floor, Ambit IT Park, No 32A & B Ambit Road, Ambattur Industrial Estate, Chennai - 600058
Tamil Nadu, India Tel: +91 44 6632 2000. www.csscorp.com



True Copy Attached

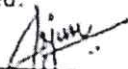
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



DECLARATION

1. I understand that I have been offered the conditional offer on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the center of excellence training program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which Movate relied in good faith to admit me for the CoE training program, my selection shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification. I fully agree that I will not be considered for any certifications provided by Movate.
2. I understand that I am expected to clear and to meet all the set performance evaluation criteria as may be decided by Movate from time to time, before I could be declared successful candidate to receive the final offer from Movate. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the CoE training program, and no further attempt/ chance may be given to the undersigned, nor I the undersigned will have the right to question the correctness of the result declared by Movate. As a logical corollary, I will not be considered for absorption/ employment by with Movate.
3. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the CoE training program, I will not be considered for final offer and receive any certifications provided by Movate.
4. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.
5. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.
6. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.
7. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.
8. I am aware that I should possess a personal laptop/Desktop and I should complete all the relevant training modules and lab exercises to become eligible for the final selection.

The undersigned accepts the above conditional employment offer, agrees that it contains the terms of employment with MOVATE, and that there are no other terms, expressed or implied, except the terms and conditions incorporated by reference herein-above. By accepting this conditional employment offer, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with MOVATE. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:


Candidate Signature

05 - 12 - 2022

Date

MOVATE TECHNOLOGIES PRIVATE LIMITED
 (FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
 CIN: U72900TN2000PTC115034
 Regd Address 6th Floor, Ambit IT Park, No 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,
 Tamil Nadu, India Tel: +91 44 6632 2000 www.csscorp.com



True Copy


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

**Annexure -1
Salary Working**

Name: Arjun Aravind Menon
Designation: Engineer Trainee-Networking
Grade: JL 1B
Explanatory Notes Monthly Annual

Guaranteed Compensation

Basic Pay	30%	On TGC	7,600	91,200
House Rent Allowance	50%	On Basic	3,800	45,600
Statutory Bonus	As per the Act		1,520	18,240
Special Allowance*	Balancing Component		10,613	127,360

Statutory Benefits

Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			25,333	304,000

Variable Compensation

Variable Performance Pay (VPP)	5%	On CTC		16,000
Total Variable Compensation**				16,000
Gross Cost to Company (CTC)				320,000

Allowances

Night Shift Allowance (US)	22 days		3,300	39,600
Total Allowances				39,600

Benefits

Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit up to	60 days	Basic		

Deductions

Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

- * Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution
- ** Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.
- ** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.
- ** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.

MOVATE TECHNOLOGIES PRIVATE LIMITED
 (FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
 CIN: U72900TN2000PTC115034

Regd Address 6th Floor, Ambit IT Park No 32A & B Ambit Road, Ambattur Industrial Estate Chennai - 600058
 Tamil Nadu India Tel +91 44 6632 2000. www.csscorp.com



True Copy Attested

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

Arjun S

9947893061

arjunsathyan2001@gmail.com

01 March 2023

Dear Arjun,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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

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

REMUNERATION

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

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

PLACE OF WORK

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

We look forward to you joining us.

True Copy Attested


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



Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

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

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

Signature *Arjun S* Date 26/04/2023
(Arjun S)

True Copy Attested

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



Arjun

SALARY BREAK UP			
PARTICULARS		SALARY PER MONTH	SALARY ANNUAL
EARNINGS			
Basic	40% of Fixed Salary	8000.00	96,000.00
HRA	20% of Fixed Salary	4000.00	48,000.00
Conveyance	Fixed Rs. 1600 p.m.	1600.00	19,200.00
LTC	One month Basic	666.67	8,000.00
Special Allowance	Balancing figure	2769.33	33,232.00
Medical	Fixed Rs. 1250 p.m.	1250.00	15,000.00
TOTAL SALARY		18286.00	219,432.00
ADD: PF Employer Part		1714.00	20,568.00
TOTAL CTC		20000.00	240,000.00
DEDUCTIONS			
PF	Employee Part	1714.00	20,568.00
	Professional Tax	200.00	2,400.00
	ESI	0.00	-
TDS (APPROX) Subject to investment	As per IT Act	0.00	-
NET TAKE HOME (APPROX)		16372.00	196,464.00

True Copy Attested


Dr. JOSE THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





SALARY BREAK UP			
PARTICULARS		SALARY PER MONTH	SALARY ANNUAL
EARNINGS			
Basic	40% of Fixed Salary	13333.33	1,60,000.00
HRA	20% of Fixed Salary	6666.67	80,000.00
Conveyance	Fixed Rs. 1600 p.m.	1600.00	19,200.00
LTC	One month Basic	1111.11	13,333.33
Special Allowance	Balancing figure	7572.22	90,866.67
Medical	Fixed Rs. 1250 p.m.	1250.00	15,000.00
TOTAL SALARY		31533.33	3,78,400.00
ADD: PF Employer Part		1800.00	21,600.00
TOTAL CTC		33333.33	4,00,000.00
DEDUCTIONS			
PF	Employee Part	1800.00	21,600.00
	Professional Tax	200.00	2,400.00
	ESI	0.00	-
TDS (APPROX) Subject to investment	As per IT Act	0.00	-
NET TAKE HOME (APPROX)		29533.33	3,54,400.00

True Copy Attested

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



AGS



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

23 December, 2022

Mr Arshad M
A/8, Soorya Shobha apartments ,
Kunnathurmedu,
Palakkad,
Kerala - 678013

Contact No: 9746421631
Email: arshad20cent@gmail.com

Dear Arshad,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



True Copy Attested

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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**
Signed By: Divya Parihar
Reason: Offer Letter
Location: Bangalore
Date: 12/23/2022 21:52:52

Authorized Signatory

True Copy Attested

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



Letter of Intent (LOI)

Superset ID: 3617353

Date: November 25, 2022

Dear Ashlyn Joshy,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

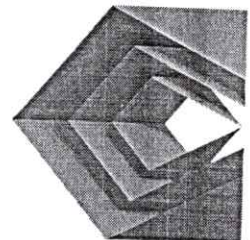
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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

Letter of Intent (LOI)

Superset ID: 3643074

Date: November 25, 2022

Dear Ausni Elizebath C,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

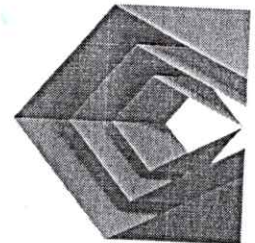
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested

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

Letter of Intent (LOI)

Superset ID: 3582988

Date: November 25, 2022

Dear **CHRISTEENA EDISON**,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

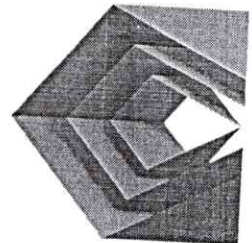
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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



Deo Saju
9061947458
deosaju2260@gmail.com

20 February 2023

Dear Deo,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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

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

REMUNERATION

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

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

PLACE OF WORK

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

We look forward to you joining us.

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

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

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

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

Signature _____ Date _____
(Deo Saju)

True Copy Attested

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



Provisional Offer Letter

Doc Ref. No.: QGFY24C0787

Date of Issue: 19-December-2022

Dear Dilsha Shirin,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining



Jyothi
Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global



Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.*

True Copy Attested


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



Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

Annexure – I
Compensation & Benefit Details



Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary		
(B) House Rent Allowance	15,000	1,80,000
(C) Conveyance Allowance	2,250	27,000
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	-	-
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	3,155	37,860
Retirement Benefits	20,405	2,44,860
(I) PF		
(J) Gratuity	1,800	21,600
(K) Retirement Benefits: (K = I+J)	722	8,664
Benefits	2,522	30,264
(L) Medical Insurance Premium		
(M) Bonus/Ex .Gratia	673	8,076
(N) Fixed Compensation: (N = H+K+L+M)	1,400	16,800
(O) Total Variable Pay (TVP)	25,000	3,00,000
(P) Total Cost to Company (TCC)	-	-
		3,00,000



True Copy Attested

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

Quest Global Engineering Services Private Limited
 CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
 Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
 Reg. office: AEQU Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

Letter of Intent (LOI)

Superset ID: 3561287

Date: November 25, 2022

Dear Fasna P Faisal,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

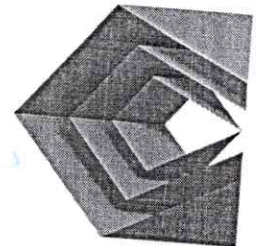
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Dated: 28th March 2023
Offer Ref No: AIPL/C4001**Employment Contract: Technology Associate – Band 1**

Dear Fincy Shafi,

Address: Padannamakkel(H), Killimangalam, thrissur, kerala, 680591

This is to announce that you have successfully cleared the requisite competency tests and panel interviews in our recently held recruitment Campus Drive, 2023. We are pleased to make an offer to you in the position of **Technology Associate – Band 1** at Acabes International Pvt Ltd. Your employment with us will be subject to the following terms and conditions:

- 1. Date of Appointment:** This employment letter is effective from 28th March 2023 and your Joining date is on the 4th September 2023.
- 2. Remuneration:** Your Cost to Company is Rs. 4,70,000/- Per Annum (Four Lakhs Seventy Thousand Rupees Only Per Annum). Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential, and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
- 3. Place of Posting:** Your initial posting is at our Kochi office. However, your services are transferable to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
- 4. Probation:** You will be under probation for a period of 6 (six) months (inclusive of all days) from the date of appointment. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further, or if your performance is below the expectation of the management, your service is liable to be terminated without any notice or compensation, and without prejudice to any other right or claim the company has, as a result of such termination. On successful completion of your initial or extended probation period, you may be absorbed in the regular cadre of the company on such terms and conditions, as may be decided by the company. The company reserves the right to offer a joining Bonus to all employees as per the Bonus Policy after the successful completion of the probation.
- 5. Travel:** You will be required to travel to various Indian as well as overseas destinations, for short as well as medium term durations, for work assigned by the company, as and when required. You shall have a valid passport with ECNR status. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

Acabes International Pvt. Ltd.
9B-2, 9th Floor, Jyothirmaya, Infopark
Phase II, Kochi, Kerala 682303
www.acabesinternational.comacabite@acabesinternational.com
CIN: U72900KL2022FTC074997
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

For Acabes International Pvt. Ltd

Manoj Praveen

Human Resources - Acabes International

I have read and fully understood the terms and conditions of the offer mentioned in the above offer letter and unconditionally accept the same without any reservation, whatsoever.

Name: Fincy Shafi

Date:

Signed _____

Annexure

Ref: AIPL/C4001

Name: Fincy Shafi

Designation: Technology Associate

Band: 1

Effective Date: 28th March 2023

Joining Date: 4th September 2023

Detailed Compensation Structure: -

A detailed compensation structure with the CTC breakup constituting your basic salary, HRA, other allowances, Provident fund contributions and TDS will be shared with you upon actual Joining, including your holiday and leave entitlements.

Special terms:

Acabes has a policy of providing discretionary Joining Bonus equivalent to 1 month's salary after satisfactorily completing the 6 months' Probation period. Your employment agreement with Acabes automatically qualifies you to this policy after you are confirmed.

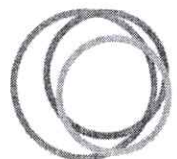


True Copy Attested

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

Acabes International Pvt. Ltd.
9B-2, 9th Floor, Jyothirmaya, Infopark
Phase II, Kochi, Kerala 682303
www.acabesinternational.com

acabite@acabesinternational.com
CIN: U72900KL2022FTC074997





GANGA NAIR J U <gnairju@gmail.com>

Sutherland Joining

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: gnairju@gmail.com <gnairju@gmail.com>

Mon, 15 May at 14:19

Dear GANGA NAIR J U,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- Ø <http://instagram.com/sutherlandlifeindia>
- Ø <http://www.facebook.com/SutherlandIndia>
- Ø <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

1. Purpose of this email?

You are receiving this email because you have cleared our interview processes at your campus for the technical/non-technical process. You have either received the Letter of Intent or we are sending it to your institutions and your email ID so that you receive them shortly. The following information in this email will answer most questions you might have regarding your next steps to join Sutherland, please read them carefully.



True Copy Attached


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

1 copy of your passport-sized photo.

The HR personnel will inform you of any additional documentation and help you with your fitment round and joining formalities.

8. Are there any restrictions?

Please avoid carrying laptops, and external memory devices like a hard disc or pen drive whenever you are asked to walk into the facility.

9. How do I contact you?

As previously mentioned in the above answers, our campus recruitment team is reaching out to you batch-wise and will inform you about any additional information you might need. Until then if you have any questions apart from the ones answered above you can reach out to us at our email address SutherlandCampusTeam.India@sutherlandglobal.com

Regards:
Sutherland Campus team

Sutherland Logo



Please Note: Once you are done with all the Examinations and ready for immediate joining, you can contact us on the number 8075780954.

Thanks& regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



True Copy



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



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

23 December, 2022

Mr Govind Raj R
Panankara,
Venmoney P.O.,
Chengannur,
Kerala - 689509

Contact No: 9207432377
Email: govindr1011@gmail.com

Dear Govind,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

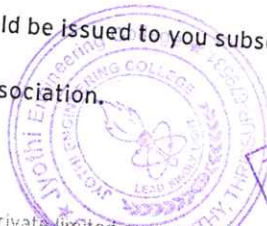
Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



True Copy Attested

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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751)
converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30
November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Building a better
working world

Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP
Signed By: Divya Parihar
Reason: Offer Letter
Location: Bangalore
Date:12/24/2022 22:35:15

Authorized Signatory

True Copy Attested


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



This file is signed using Digital Signature.

SOTI

ONE PLATFORM – CONNECTING EVERYTHING

Date: 10/07/2023

Name: Gowtham Krishna K
Address: JYOTHI, PANNIYANKARA,
KALLAI P.O CALICUT,
KOZHIKODE, KL - 673 003

Offer of Employment

Dear Gowtham Krishna K

We are pleased to offer you the position of Associate Software Developer at KOCHI - Kerala. This is a permanent position with a 3 months probationary period and is subject to a satisfactory background verification, references and acceptance of terms and conditions as stipulated in the employment contract.

You shall join us on or before 24th July 2023. A formal employment contract detailing the employment terms and conditions will be issued to you on completion of joining formalities. On the first day of joining, you are requested to produce the following documents in original along with a copy of each:

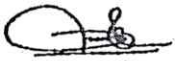
1. Educational Certificates
2. PAN Card copy
3. Aadhar Card
4. Passport copy
5. Latest passport size colored photo - 2

As a confirmation of your acceptance, please sign a copy of this offer and email it to us.

We look forward to having you on board soon.

Regards,

For SOTI India Private Limited



George Oommen
Senior Manager - People & Culture

True Copy

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



Salary Annexure

Employee Name	Gowtham Krishna K	
Date of Offer	10/07/2023	
Business Title	Associate Software Developer	
Fixed Pay		
Components	Annual	Paid Monthly
Basic Salary		25,000
House Rent Allowance	300,000	10,000
Leave Travel Allowance	120,000	3,333
Meal Vouchers	40,000	2,200
Books and Periodicals	26,400	2,500
Fuel & Car Maintenance	30,000	1,800
Driver Salary	21,600	900
Gift Vouchers	10,800	417
Professional Pursuits/Training	5,000	2,500
Mobile and Internet Allowance	30,000	2,500
Special Allowance	30,000	8,350
Provident Fund (Employer)	100,200	3,000
Cost to the Company	36,000	
Gratuity	750,000	62,500
Payable as per Gratuity Act 1972		
- Income tax is not calculated		
- Employees' contribution towards PF will be deducted from the gross salary		
- Medical Insurance premium is co-paid and employee share will be deducted once a year from the gross salary. The premium amount may vary yearly subject to changes in company policy.		

For SOTI India Private Limited



George Oommen
Senior Manager - People & Culture

True Copy Attached



HR TAD/B/PR-43014/OF-454/2023-24

17 October 2023

Hearty Welcome!



Dear Irene Paulson ,

We are truly delighted to welcome you on board to our prestigious institution, that has been a trusted brand in Indian Banking. We believe that our vision to build the Most Admired Bank will provide you with exciting opportunities and challenges to explore new frontiers in your career. While we have been growing over the years and aspire to scale greater heights with you, we do believe that your journey with us will be a fruitful and enriching one with more purpose, continuous learning and growth.

To ensure a smooth transition, we have taken care of all arrangements. For any additional assistance, please feel free to reach us at postings@federalbank.co.in.

The particulars of your offer of appointment are enclosed with this letter. We eagerly await the start of this shared journey and extend our best wishes on your new role.

Yours Sincerely,

Sabeena Shaji A
Vice President (HR)

True Copy Attested

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



To
Ms. Irene Paulson
Palayoor House
Peramangalam
Peramangalam PO
Thrissur, Kerala-680545

46/20

Offer of appointment to Ms. Irene Paulson as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **Muvattupuzha** situated at Vettuvazhi Plaza, Opposite Aramana Complex, Muvattupuzha, Ernakulam-686 661. You will have to join Branch/Office: Muvattupuzha on 07/11/2023 after completion of the orientation programme.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Academy of Career Excellence (FACE).

Please report at Federal Academy of Career Excellence (FACE), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 30/10/2023 before 09.00 a.m., for a six-day orientation programme from 30/10/2023 to 04/11/2023. The appointment will be effective from the date of commencement of the orientation programme. On completion of the orientation programme on 04/11/2023 at 06.00 p.m, you will have to report for duty on 07/11/2023 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Academy of Career Excellence (FACE) from 29/10/2023 onwards. The offer of appointment will be valid only up to 30/10/2023.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of ₹ 17900 – 1000/3 – 20900 – 1230/3 – 24590 – 1490/4 – 30550 – 1730/7 – 42660 – 3270/1 – 45930 – 1900/1 – 47920 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at Aluva initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance	3263.60
Dearness Allowance	10513.02
Transport Allowance	600.00
HRA	2039.75
Total	36316.37

True Copy Attested

Dr. Josep Therattil
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

* Basic pay includes 2 Graduation Increments of ₹ 1000/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is

Annexure

Monthly Emoluments

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance BP	3263.60
Dearness Allowance	10513.02
HRA	2039.75
Transport Allowance	600.00
Canteen Expenses	1600.00
Fixed Conveyance	1700.00
Newspaper Allowance (1+ ₹ 220)#	475.00
Total	40091.37

Reimbursement of Cost of Petrol / Diesel

Employees who own vehicle in their name and maintain the same for commuting from residence to Branch/Office will be eligible for reimbursement of 26 liters of Petrol/Diesel per month on declaration basis. Those employees who claim reimbursement of cost of Petrol/Diesel will not be eligible for Fixed Conveyance Allowance.

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2355.00	Yearly
Closing Allowance	1440.00	Yearly
Digital Promotion	1500.00	Yearly
Leave Encashment (Annual)	6052.73	Yearly
Cost of Brief Case/ Office Bags	2200.00	Once in 3 years
Exgratia*	38000.00	Lumpsum

*Will vary according to the profit position of the Bank.

True Copy Attested

Jose P

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



Ref# SKY-HR-AL-11

Date: 06/07/2023

To
Ms. Jeromiya Joy
MRG Savera APTs,
Collectorate R,
Ayyanthole, Chungam,
Thrissur, Kerala

Dear Ms. Jeromiya Joy,

With reference to your discussion with us, you are accepted to undergo unpaid training as **Trainee - Project Coordinator**. Your training period will be for a period of 6 months from your date of joining.

You will be auto terminated from this organization at the end of the training period.

Reporting Office: You shall resume work currently at the Company's office **1st floor, Kulangara Tower, Cheroor P.O., Thrissur - 680008** on **10/07/2023 at 9:30 AM**, failing which this offer shall be considered, cancelled

Job Responsibilities & Reporting: You will report to **Mr. Suresh Kumar (Managing Director)** (All related to Projects) and **Administration reporting to Mr. Jayachandran A K, Director**, Your Job Description, KRA's, KPI's shall be discussed on your induction training after your joining. You will be responsible for working at our client's offices at different locations assigned by your reporting officer.

Thanks & Regards,
For Skybertech Solutions

Rashmi

Rashmi
Proprietor



ACKNOWLEDGEMENT

I JEROMIYA JOY
conditions do accept and ready to undergo the training abiding by the above

Date 12-07-2023

Name JEROMIYA JOY

Signature

Ref# SKYI-HR-AL-18

Date:29/07/2023

To

Ms. Jeromiya Joy
MRG Savera APTs,
Collectorate R,
Ayyanthole, Chungam,
Thrissur, Kerala

Dear Ms. Jeromiya Joy,

STIPEND LETTER

With reference to your discussion with us, you are accepted to undergo training as Trainee – Project Coordinator. Your training period will be for a period of 6 months from joining.

You will be auto terminated from this organization at the end of the training period.

You will be paid a monthly stipend of **Rs. 7,500/-**. You will not be entitled to any other allowance during the training period.

Reporting Office: You shall resume work currently at the Company's office 1st floor, Kulangara Tower, Cheroor P.O., Thrissur – 680008 on 01/08/2023 at 9:30 AM, failing which this offer shall be considered, cancelled.

Job Responsibilities & Reporting: You will report to Mr. Suresh Kumar (Managing Director) (All related to Projects) and Administration reporting to Mr. Jayachandran A K, Director. Your Job Description, KRA's, KPI's shall be discussed on your induction training after your joining. You will be responsible for working at our client's offices at different locations assigned by your reporting officer.

Documents to be produced: The following documents would be required from you upon joining:-

- Educational Certificates
- One passport size photograph
- One copy of photo id proof. (Aadhar/Passport)
- Copy of PAN Card



True Copy Attested

Dr. JOS. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

If you agree to the terms & conditions as laid down in this offer, please sign a copy of this letter (on all pages) and return to the office within 3 working days, as a token of your acceptance of this offer.

Thanks & Regards,
For Skybertech IT Innovations Pvt. Ltd.

A. K. Jayachandran
Jayachandran A K
Director


ACKNOWLEDGEMENT

I, Jeromiya Joy, do accept the terms & conditions laid down in this offer letter and agree to join duty on 10 - 07 -2023

Date
31 - 07 -2023

Name
Jeromiya Joy

Signature



True Copy Attested
Dr. Jose Therattil
Dr. JOSE THERATTIL
Principal
Jyothis Engineering College
Cheruthuruthy - 679531





Anoop Santhosh 15 May
to me v



Dear Jyotsna Joshy,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.



As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

Ø <http://instagram.com/sutherlandlifeindia>

True Copy Attached

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



Provisional Offer Letter

Doc Ref. No.: QGFY24C0788

Date of Issue: 19-December-2022

Dear M Sudheer,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining

True Copy Attested


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



Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global



Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.*

True Copy Attested


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

Annexure – I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) Retirement Benefits: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) Bonus/Ex .Gratia	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(O) Total Variable Pay (TVP)	-	-
(P) Total Cost to Company (TCC)	-	3,00,000



True Copy Attested

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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
 Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



Letter of Intent

January 12, 2023
maria thayil
Jyothi Engineering College, Thrissur

Dear maria thayil,

We are pleased to inform you that you have been provisionally short-listed for employment as "Premier Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.25000/- pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.6.00 Lac per annum. You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

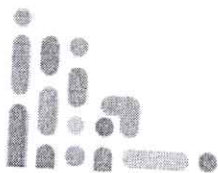
Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

M. Rose

Maria Rose Thayil
12/01/23

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



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



5/15/23

Sutherland Joining

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: kpmidhula7@gmail.com <kpmidhula7@gmail.com>

Mon, 15 May, 2023 at 2:19 pm

Dear Midhula K P,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- Ø <http://instagram.com/sutherlandlifeindia>
- Ø <http://www.facebook.com/SutherlandIndia>
- Ø <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

1. Purpose of this email?

True Copy Attested



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

Thanks& regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



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

True Copy Attested

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





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

23 December, 2022

Mr MOHAMED ZAKIM
Arathodi House,
14th Mile,
Pathiripala,
Kerala - 679302

Contact No: 9961892291
Email: zakimhana11@gmail.com

Dear MOHAMED,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

True Copy Attested

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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAAL-2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K.R. Puram Bangalore - 560016, India

This file is signed using Digital Signature.





Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP
Signed By: Divya Parihar
Reason: Offer Letter
Location: Bangalore
Date:12/23/2022 21:52:53

Authorized Signatory

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

True Copy Attested



This file is signed using Digital Signature.

Letter of Intent (LOI)

Superset ID: 3637616

Date: November 25, 2022

Dear Mohammed,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

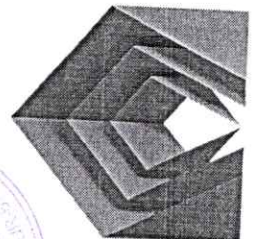
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



← [Icons] ...
A Anoop Sathish May 13
to me ▾ ← ...

Dear Nakshathra C,

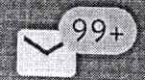
Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:



Jonath

HERATTIL
al
ing College
y - 679531

Copy Attested



Letter of Intent (LOI)

Superset ID: 3579113

Date: November 25, 2022

Dear Namita Joseph,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

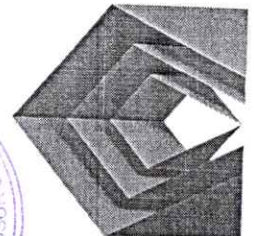
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Mr Nandalal M
Durga Nivas, Durga Nagar,
Cherad, Malampuzha Palakkad,
Palakkad,
Kerala - 678651

Contact No: 7306911884
Email: nandalal.m.offc@gmail.com

Dear Nandalal,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of Income Tax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

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

True Copy

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity no. AAL - 2743) effective 30 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K.R. Puram Bangalore - 560016, India



This file is signed using Digital Signature.



Building a better working world

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By: Divya Parihar

Reason: Letter of Intent

Location: Bangalore

Date:12/21/2022 17:41:56

Authorized Signatory

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

True Copy Attested



This file is signed using Digital Signature.

Letter of Intent (LOI)

Superset ID: 3589006

Date: November 25, 2022

Dear Nehel Sunny,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

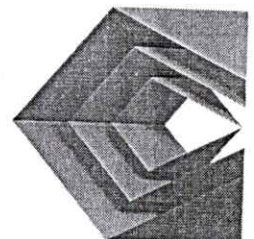
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested



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



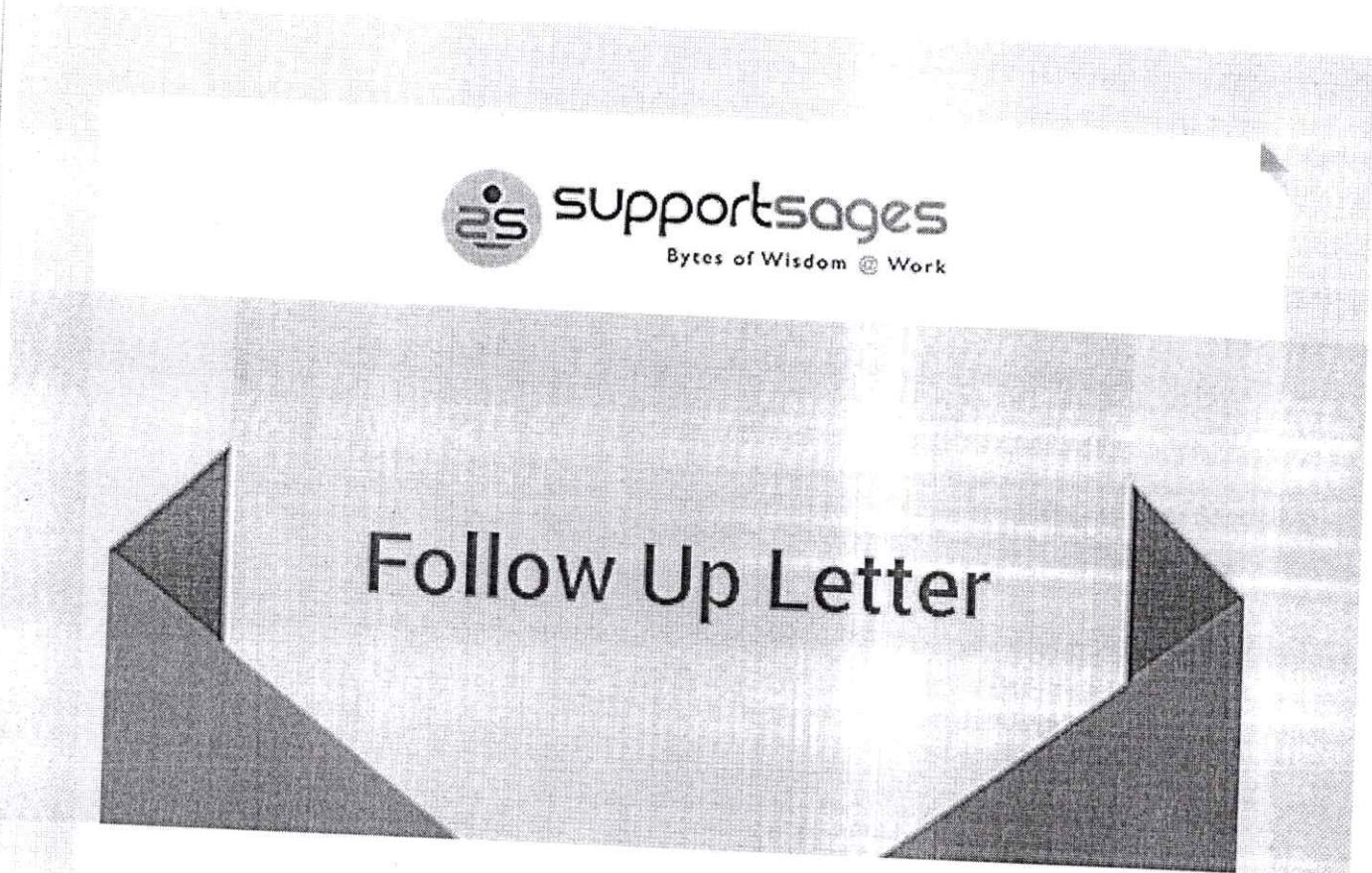


Follow Up Letter- SupportSages

1 message

Careers <careers@supportsages.com>
To: nidhinsaji081@gmail.com <nidhinsaji081@gmail.com>

Fri, 7 Jul 2023 at 4:59



Hello Nidhin Saji,

True Copy Attested

Congratulations!

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

We are pleased to inform that you have cleared all the interview rounds and is selected to join our company as '**Junior System Engineer**'. For further procedures we need a mail confirmation from your end agreeing to the company policies which were already discussed with you during the HR discussion.

Key points of HR discussion:

- At the time of joining you are subjected to give a two year commitment by legal agreement with this firm.



590
Average CTC will be **Rs 18,000/- per month** and the amount will be revised based on your performance.

Kindly respond to this mail on or before 08th July 2023.

We would like to take this opportunity to wish you a successful career with SupportSages.

Thanks and Regards,
Malavika Sasi
HR Executive

SupportSages Consultancy Services Pvt. Ltd., 1st floor, Kadavilan Building, Opposite
Hotel Saravana Bhavan, Edappally - Pukkattupady Road,
Edappally P O, Kochi, Kerala

www.supportsages.com / hr@supportsages.com



True Copy Attested


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





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Ms Nimisha Anna Binoy
Kunnathukuzhy House Rose Gardens ,
Kallekulangara,
Palakkad,
Kerala - 678009

Contact No: 8921852604
Email: nimishaab10@gmail.com

Dear Nimisha Anna,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of **INR.3,99,000/-** per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

True Copy Attested

Jose P

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



EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**
Signed By: Divya Parihar
Reason: Letter of Intent
Location: Bangalore
Date: 12/21/2022 17:41:56

Authorized Signatory

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

True Copy Attested



This file is signed using Digital Signature.



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Mr Nitish T
Chirappuram Thottam, Thiruvazhiyad PO,
Ayalur VIA,
Palakkad,
Kerala - 678510

Contact No: 8848899718
Email: tnitish477@gmail.com

Dear Nitish,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

True Copy Attested



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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Letter of Intent (LOI)

Superset ID: 3573310

Date: November 25, 2022

Dear Pranav K,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" Cognizant ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" Employment Agreement ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

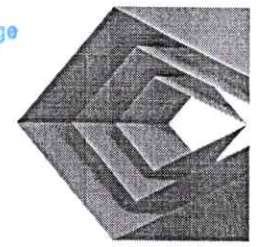
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested

Jose P

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





Sutherland Joining Inbox



Anoop Santhosh May 15
to me ▾



Dear RIYA XAVIER,

True Copy Attested

Greetings from Sutherland!

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

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in



Hello Rohit Raj P,

Congratulations!

We are pleased to inform that you have cleared all the interview rounds and is selected to join our company as '**Junior System Engineer**'. For further procedures we need a mail confirmation from your end agreeing to the company policies which were already discussed with you during the HR discussion.

Key points of HR discussion:

At the time of joining you are subjected to give a two year commitment by legal agreement with this firm.

Average CTC will be **Rs 18,000/- per month** and the amount will be revised based on your performance.



True Copy Attested

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

Kindly respond to this mail on or before
08th July 2023.

We would like to take this opportunity to wish you a successful career with **SupportSages**.





EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

26 December, 2022

Mr ROHITH T
Thiruvillakkat Mana ,
Cheruthuruthy ,
Thrissur ,
Kerala - 679531

Contact No: 7902432820
Email: rohithkatil@gmail.com

Dear ROHITH,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

True Copy Attested



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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Entity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

21 December, 2022

Mr Roopak R
Raveendra Pallimukku,
Kadakkal P.O.,
Kollam,
Kerala - 691536

Contact No: 7356752090
Email: roopakkadakkal@gmail.com

Dear Roopak,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of INR.3,99,000/- per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

Variable pay bonus (VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

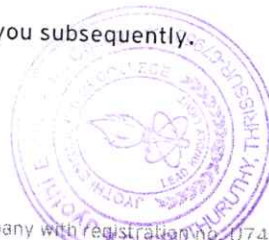
4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

True Copy Attested



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

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

2nd December 2022

Offer Letter

Rosiya Paulson
Nadakkalan (H),
Anthikad,
Thrissur, 680641

Dear Rosiya,

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

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experior.

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

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade A1.
2. Your remuneration on joining Experior shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

True Copy Attested

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

Experior Technologies (India) Private Limited

Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336



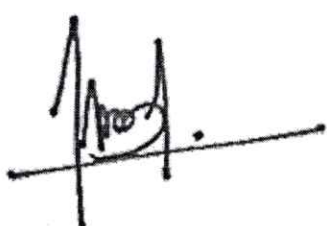
Digitally
Driven

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of **INR 6,00,000/-** (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

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

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, _____, acknowledge that I have read, understood, and accept this 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 _____ 

True Copy Attested

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

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336



2nd December 2022

Offer Letter

Sai Hari C
Lakshmi House,
Tarur post, Alathur,
Palakkad, 678544

Dear Sai,

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

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

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

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

True Copy Attested

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336

Jose P Therattil

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



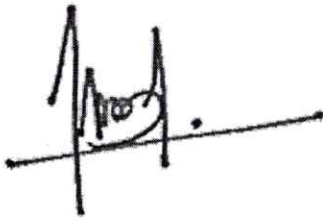
Digitally
Driven

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of **INR 6,00,000/-** (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

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


We welcome you to build an exciting career with Experion!

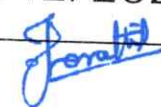
For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, Sai hari C, acknowledge that I have read, understood, and accept this 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 07/12/2022


True Copy Attested

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

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India info@experionglobal.com www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336



Letter of Intent (LOI)

Superset ID: 3598886

Date: November 25, 2022

Dear Sanchez Joshy,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.


Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

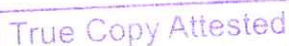
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

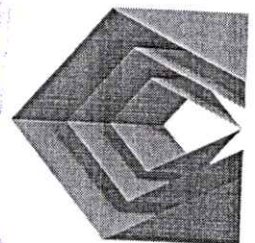
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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



True Copy Attested





Letter of Intent (LOI)

Superset ID: 3600354

Date: November 25, 2022

Dear Sanjay Krishnan P,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" Cognizant ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" Employment Agreement ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

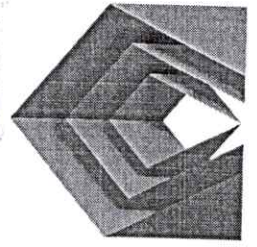
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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

True Copy Attested



Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- Ø <http://instagram.com/sutherlandlifeindia>
- Ø <http://www.facebook.com/SutherlandIndia>
- Ø <https://www.linkedin.com/company/sutherland-global>

True Copy Attested

Jose P Therattil

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

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to





EYGBS (India) LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 May, 2023

Ms Shelna George
550, Street - Mundanpara, Agali,
St George Orthodox Church, Mundanpara,
Palakkad,
Kerala - 678581

Contact No: 8111946410
Email: shelnageorge2001@gmail.com

Dear Shelna,

**Subject: Appointment in the position of
Associate**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EYGBS (India) LLP" (the "Firm") subject to the following terms and conditions:

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before June 2023. In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before June 2023 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION:

You will be appointed in the position of **Associate** in Infosec Security Tech Srvcs in the Firm. Your Rank will be 66. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Kochi office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters

EYGBS (India) Private Limited, (A private limited company with registration no. U74140KA2005PTC030207) converted into EYGBS (India) LLP (a limited liability partnership with LLP Identity No. AAM-3794) effective 05 April, 2018. Regd. Office: 3rd floor, Tower C, RMZ Infinity, Old Madras road, Bangalore - 560016, India

True Copy Attested

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

This file is signed using Digital Signature.



Annexure B

Name	Shelna George	DOJ	31 July, 2023
Designation	Associate	Service Line	Infosec Security Tech Srvcs
Rank	66		

COMPONENTS		
	Per Month (INR)	Annual (INR)
Basic Salary	12,667	1,52,000
House Rent Allowance (HRA)	6,333	76,000
Other allowance including flexible components 1	7,047	84,560
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	31,667	3,80,000
Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		24,037
Gratuity 4		7,308
Total of Benefits		31,345

Notes:

You will be eligible to participate in the GDS Variable Pay Bonus (VPB) Program, with a VPB percentage target of 5% at your rank. This target is indicative and the actual pay-out, each year, will vary based on the GDS, Service Line/Service Function and individual performance. Payment under any VPB program is subject to you being employed with the Firm as on the date of pay-out. Employees who join the Firm during the year, will be eligible for a pro-rated VPB amount, subject to meeting the guidelines of the Program. The amount is subject to income tax deduction, as per rules prescribed under the tax laws.

All the above components and benefits are as per the Firm's policies and are subject to change from time to time. Please refer to the payroll database (<http://gssconnect.ey.net/payroll/index.htm>) for a detailed breakup of your salary structure.

¹ You will also be allowed to determine your flexible components that form a part of your fixed compensation. These will be defined as per policy of the Firm which may be modified from time to time. Please refer to the payroll database (<http://gssconnect.ey.net/payroll/index.htm>) for applicable flexible components.

True Copy Attested

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



This file is signed using Digital Signature.

Dear Sidharth,

27th June 2023

Subject: Offer of Employment as Software Development Engineer - I

Congratulations on making the cut!!

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

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

Date: 3rd July 2023

Time: 10.00 am

Location: Trivandrum

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

This offer of employment is valid up to **28th June 2023** and you are requested to kindly confirm your acceptance before the above-mentioned date.

Compensation and Benefits

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

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

Leave

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

Confidentiality

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

Intellectual Property

(a) If during and in the course of your employment with us, you invent or cause to invent any technology, processes, formulae, programs, specifications, know-how regarding the manufacture

True Copy Attested

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



ANNEXURE - A

Name: Sidharth Punathil
 Designation: Software Development Engineer - I
 Location: Trivandrum

TERMS OF REMUNERATION

Particulars	Monthly	Annual
Basic Salary	29167	350004
<u>Allowances</u>		
HRA	11667	140004
Conveyance Allowance	2500	30000
Food Coupons	2200	26400
Special Allowance	7549	90588
<u>Reimbursements</u>		
Vehicle Maintenance Reimbursement	2400	28800
Telephone Reimbursements	1000	12000
Gross Salary	56483	677796
Employer's Contribution to PF	1800	21600
Employer's Contribution to LWF	50	600
Total Cost to Company	58333	700000
<u>Deductions</u>		
Employer's Contribution to PF	1800	21600
Employee's Contribution to PF	1800	21600
Employer's Contribution to LWF	50	600
Employee's Contribution to LWF	50	600
Net Salary (Before TDS)	54633	655596

Other Benefits:

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

True Copy Attested

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

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

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

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

Name in full:

Signature:

Date:

Place:





Intent Inbox



Cognizant via Superset 25/11/2022

to me



Letter of Intent (LOI)

Dear Sidharth S Unnithan,

Greetings from Cognizant!

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

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent. Once you accept the Letter of Intent you will be taken to the Internship Survey where you will have the option to nominate for Internship. Please complete this within the below mentioned deadline.

LOI Acceptance Deadline: Dec 02, 2022 06:00 PM IST

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

[Go to Offer Page](#) Or kindly follow the below steps to accept the offer.

1. Log in to your Superset account on app.joinsuperset.com
2. Go to Job Profiles tab
3. Filter on Offered jobs or search the job profile you received an offer in
4. Click on the job profile name to navigate to job profile details
5. Click on Accept Offer

Important:

- All communications from registration till Letter of Intent (LOI) will be sent to candidate's Superset registered mail address (which is used to login to Superset)
- Upon LOI acceptance, all the Offer to Onboarding communication from Cognizant will be sent only to your personal email ID given at the time of registration. Any

Attested

Jose P Therattil

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



Letter of Intent (LOI)

Superset ID: 3596717

Date: November 25, 2022

Dear Siju Krishnan Radhakrishnan,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

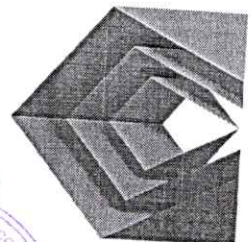
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



LETTER OF INTENT

Dear Sona Rajan,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

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

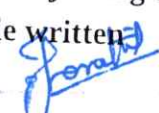
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/post-graduation and the minimum passing percentage/ grade/ rank/ class as determined by Jobin and Jismi.


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

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

Upon Joining Jobin and Jismi

1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.
2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.


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


 True Copy Attested

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Jobin and Jismi nor should it in any manner confirm our intent to make you an offer of employment. We may, at anytime, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact hr@jobinandjismi.com.

ANNEXURE 1

Compensation Structure

Name: Sona Rajan

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
CTC	21500	258000
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
Net Pay	21300	255600

*Professional Tax and TDS will be deducted as per government norms.

True Copy Attested



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

Letter of Intent (LOI)

Superset ID: 3561162

Date: November 25, 2022

Dear Sradha Satheesh P,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

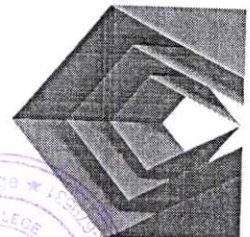
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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



Sreelakshmi S nair <lachu13042001@gmail.com>

Sutherland Joining

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: "lachu13042001@gmail.com" <lachu13042001@gmail.com>

Mon, May 15, 2023 at 2:19 PM

Dear Sreelakshmi Nair,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- > <http://instagram.com/sutherlandlifeindia>
- > <http://www.facebook.com/SutherlandIndia>
- > <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

1. Purpose of this email?

You are receiving this email because you have cleared our interview processes at your campus for the technical/non-technical process. You have either received the Letter of Intent or we are sending it to your institutions and your email ID so that you receive them shortly. The following information in this email will answer most questions you might have regarding your next steps to join Sutherland, please read them carefully.

2. I did not receive my Letter of Intent, what should I do to get it?

You have not received your Letter of Intent due to one of the following reasons,

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

True Copy Attested



- Your college management has a process where they distribute the Letter of Intent to you on a special occasion followed as a custom.
- Your Letter of Intent is in transit.
- You can also have this email as one of the documents proving that you have been selected.

Kindly check with the placement officer if you have not received the Letter of Intent.

3. I have completed my exams when can I walk-in into your office for the next steps (fitment rounds and joining formalities)?

We are beginning our onboarding process between May to October 2023, our team will start calling and communicating with candidates about their next steps after your final semester examinations. As we are calling batch-wise, you will likely receive this call before the end of July based on the university examination schedule. During this call, we will let you know about your next steps regarding your virtual interviews. Our team is equipped with alternate contact numbers and email addresses and a few more options to reach you in case we are not able to reach you using the primary contact information. We also have a practice of having multiple attempts to contact our candidates in case we miss contacting you during our first attempt. Your safety is our topmost priority, please do not walk into the office facility unless and until it is communicated to you to do so.

4. What are the further rounds of Interview?

You all belong to different disciplines/courses; we have different roles and vacancies from the different verticals and clients that we introduced to you during our virtual drive. We would like to give you a position that best suits your skills and our requirement; hence, this fitment round checks the relevant skills necessary for the position we are offering you.

5. What are my shift timings and what will be my salary package?

Your shift timings and salary package discussion will take place when you receive a call from our HR team as these are decided based on the position and client you get selected for hence this could be informed only when we discuss your fitment rounds.

6. Which facility or location will I be working from?

Our primary goal is to place you in the nearest possible Sutherland facility that is feasible from your place of stay; however, we are to also consider the distribution of vacancies available. While the prime factor that decides your location of work is the vacancy, we are striving to place you in a facility that is in your city or state. For candidates who are from places where our facilities are not available, we would give the nearest possible options.

7. What are the documents I should be having?

The following are necessary documents,

- A copy of your resume/Curriculum vitae
- Copy of 10th, 12th and College mark sheets
- Copy of Pan Card
- Address and ID proof (govt. issues- preferably voters ID or Aadhar card)
- 1 copy of your passport-sized photo.

The HR personnel will inform you of any additional documentation and help you with your fitment round and joining formalities.



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



True Copy Attested

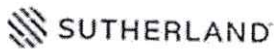
8. Are there any restrictions?

Please avoid carrying laptops, and external memory devices like a hard disc or pen drive whenever you are asked to walk into the facility.

9. How do I contact you?

As previously mentioned in the above answers, our campus recruitment team is reaching out to you batch-wise and will inform you about any additional information you might need. Until then if you have any questions apart from the ones answered above you can reach out to us at our email address SutherlandCampusTeam.India@sutherlandglobal.com

Regards:
Sutherland Campus team



Please Note: Once you are done with all the Examinations and ready for immediate joining, you can contact us on the number 8075780954.

Thanks& regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



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

True Copy Attested

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





Anoop Santhosh May 15
to me



Dear Sweety Ronald,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

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

True Copy Attested



HR-TAD/Rec/Campus/2022-23

Tara Martin,
Candidate ID: 148779
BTech
Jyothi Engineering College, Thrissur

07 March 2023

Dear Sir/ Madam,

Sub: Empanelment to the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted on 01/02/2023 for the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Associate in Non-Officer (Clerical) Cadre for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of 6 months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Senior Vice President (HR)

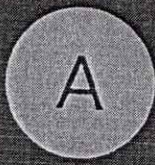
The Federal Bank Ltd HR, Talent Acquisition & Deployment, Head Office, Federal Towers, P O Box No 103, Aluva, Kerala - 683 101
E Mail: careers@federalbank.in or Phone: 0484 2621720

Jose P Therattil

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

True Copy Attested





Anoop Santhosh 19 Jun
to me ▾



Dear VAISAKH V C,

Greetings from Sutherland!!!

This email is in reference to the provisional offer letter with Sutherland. We have an immediate requirement for Customer Support Non-Voice requirements for Cochin. Please let me know your interest to pursue the opportunity with Sutherland.

- 1) If you are interested, please join the WebEx call using the below link. The session is to brief you about further procedures.

Link; <https://sutherland.webex.com/meet/silviya.ts>

Date: 19-Jun-2023

Time: 5:30 PM

True Copy Attested

Jyothi Engineering
Cheruthuruthy - 679534



LETTER OF INTENT

Dear Vishnudas P S,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

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

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

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

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

Upon Joining Jobin and Jismi

- 1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.
- 2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.

True Copy Attested

Jose P Therattil

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



The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Jobin and Jismi nor should it in any manner confirm our intent to make you an offer of employment. We may, at anytime, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact hr@jobinandjismi.com.

ANNEXURE 1

Compensation Structure

Name: Vishnudas P S

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
CTC	21500	258000
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
Net Pay	21300	255600

*Professional Tax and TDS will be deducted as per government norms.

Jose P

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

True Copy Attested





Provisional Offer Letter

Doc Ref. No.: QGFY24C0793

Date of Issue: 19-December-2022

Dear Alen Paul,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world’s hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining

True Copy Attested

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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



Annexure – I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) Retirement Benefits: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) Bonus/Ex .Gratia	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(O) Total Variable Pay (TVP)	-	-
(P) Total Cost to Company (TCC)		3,00,000

True Copy Attested

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

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India
Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



Letter of Intent (LOI)

Superset ID: 3596477

Date: November 25, 2022

Dear Anagha M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

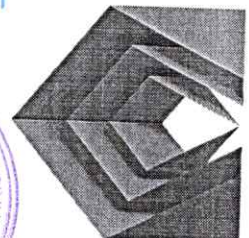
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

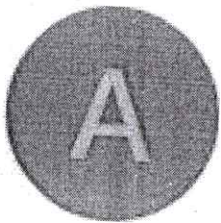
Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested





Sutherland Joining Inbox



Anoop Santhosh 15 May
to me ▾

Dear Ann Rajan,

True Copy Attested

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

Greetings from Sutherland!





SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date : 18-02-2023

Dear Ashban Shyjan,

Congratulations!!!

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

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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

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

Yours sincerely,
Talent Acquisition
Sutherland

True Copy Attested

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





SUTHERLAND*

This is a digitally generated soft copy hence a signature is not required

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

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

True Copy Attested



Date: 30th Nov 2022

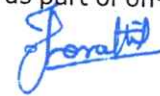
Dear Bhavana Vijayan

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:
 - a. you should complete a one hundred and twenty (120) hours of training under the Center of Excellence (CoE) initiative in your final year of your academic graduation.
 - b. $\geq 90\%$ attendance in Virtual Interactive Learning and Training (VILT)
 - c. Passing all training assessments with $>80\%$ threshold (upto 2 attempts would be provided to students for each module of training assessment. If you fail to clear in the first attempt, then you should clear all the training assessment modules in the second attempt. If you fail, you would not be considered eligible for final offer letter and recruitment process thereto.
 - d. 90% Lab Utilization
 - e. 90% E-Learning Completion
 - f. you are passing in all subjects of your academic graduation with minimum 70% percentage and within the scheduled original course duration.
 - g. In case, if it emerges after you are joining the training program of Movate that you have a backlog of subjects under your academic graduation and have not passed through, you should ensure completing the same within the scheduled original course duration to be eligible for selection to Movate.
 - h. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.
2. Movate will have the absolute right and discretion to offer employment to you notwithstanding your successful completion of the training as stated in this conditional offer letter, you passing your academic degree qualification and you meeting the requisite standards specified by Movate. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.
3. **You shall not be eligible for or paid any stipend** for the one hundred and twenty (120) hours of training that you undergo as part of the Center of Excellence initiative.
4. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.



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

True Copy Attested

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)

CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,
Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com



TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.3,20,000/- (Rupees Three Lakh Twenty Thousand only)** per annum, before deductions, as explained further in Annexure 1. Subject to and on your successful completion of mandatory 'on project training', completion of probationary period and clearance of client assessment on your progress, your annual compensation may be increased by the Company, at its sole discretion, to **Rs 3,75,000 /- (Rupees Three Lakh Seventy-Five Thousand Only)**.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,04,000/- (Rupees Three Lakh Four Thousand Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.16,000/- (Rupees Sixteen Thousand Only)**. The Annual Variable Compensation shall be calculated on the GrossCost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,
Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

True Copy Attested

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





You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Dr. JOSE P THERATTIL
Principal

Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



Chris Noyal T S

20 February 2023

8156971754

chrisnoyalts@gmail.com

Dear Chris,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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

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

REMUNERATION

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

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

PLACE OF WORK

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

We look forward to you joining us.

Jonath

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679534



True Copy Attested

2nd December 2022

Offer Letter

Chriswin Lingson
Chalakkal House,
East Fort, Jubilee Mission Hospital P.O,
Thrissur, 680005

Dear Chriswin,

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

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

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

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Jose P Therattil

True Copy Attested

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

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336



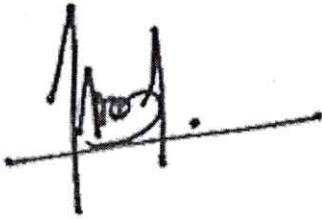
Digitally
Driven

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of **INR 6,00,000/-** (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

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

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, _____, acknowledge that I have read, understood, and accept this 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

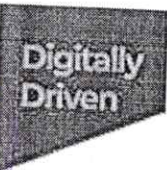


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336



Letter of Intent (LOI)

Superset ID: 3578508

Date: November 25, 2022

Dear David Joseph Kunnan,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>


GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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

Letter of Intent (LOI)

Superset ID: 3583493

Date: November 25, 2022

Dear Divya Sasikumar Nair,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

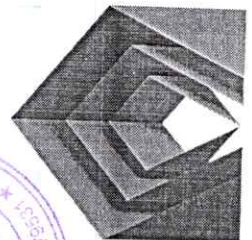
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested





TECHNOLOGICS Technologies Global Private Limited.



Training Partner of



Electronics Sector Skill Council of India



Skill India
कौशल भारत - कुशल भारत



@CDTIofficial

07-11-2022

Sana Said
Jyothi Engineering College,
Cheruthuruthi, Kerala.

Dear Sana Said,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during OFF-TIME of your academic schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates. On the performance & Readiness of candidates the actual onboarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency –**Embedded Automotive /IOT/Aerospace/Defence**
Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-Onboarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Jose P

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



True Copy Attested

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.
2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.



TECHNOLOGICS Technologics Global Private Limited.



Training Partner of



Electronics Sector Skill Council of India



Skill India
कौशल भारत - कुशल भारत

Honeywell

TRIDIUM
Integration Partner



GLOBAL
INNOVATION &
TECHNOLOGY
ALLIANCE



CDTI
Centro para el Desarrollo Tecnológico Industrial

@CDTIoficial

3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **"Live & Interactive with TECHNOLOGICS R&D team"** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters

- a. Training attendance : 100%
- b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
- c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
- d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
- e. Good code of conduct.

True Copy Attested

Dr. JOSE P THERATTIL
Principal

Jyothi Engineering College
Gherathuruthy - 679531

Jose P Therattil



12. Based on the post assessment result Technologics Global will either hire for Internal Payroll requirement or for our client companies.

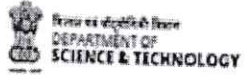
11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188, www.technologics.in, www.startautomation.in, www.venture-controls.com



TECHNOLOGICS Technologics Global Private Limited.



Skill India
कौशल भारत - कुशल भारत



@CDTIofficial

Congratulations and we look forward you to take this opportunity as turning point of your career.
Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title

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

True Copy Attested





Anoop Santhosh May 15
to me ▾



Dear Sanha Salam,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

<http://instagram.com/sutherlandlifeindia>

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

True Copy Attested



To,

Ms. Sayana Satheesh (9072205228)
Thrissur,
Kerala,
India.

Offer Letter

Dear Ms. Sayana Satheesh

Greetings from Dusaut Instruments.

With reference to your application and subsequent interview with us, we are pleased to appoint you as Graduate Entry Trainee (GET) in our organization on the following terms and conditions.

Date of Joining : 03rd July 2023 (Monday)

Salary: You are placed as Graduate Entry Trainee (GET) for a probational period of 6 months. During this probational period you will be entitled for stipend of INR 16,500 / month.

Place/Transfer: Your present place of work will be at Dusaut Instruments Pvt. Ltd.,
New no.36, Old no.150, Santhome High Rd,
Mylapore, Chennai, Tamil Nadu 600004

But during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

If your services are found satisfactory during the probation period, you will be confirmed on-role in the present position and thereafter your relieving period shall be three months notice on either side. During the probation period your relieving period shall be one-month notice on either side if at all any valid reasons your side or in case of any termination from our side due to any non-performance or dissatisfactory in work. In the event of any issue with code of conduct / mis-appropriate deeds the same shall attract immediate termination.

Absence for a continuous period of 5 days without prior approval of your superior, (including overstay on leave) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

True Copy Attested

FLOW · LEVEL · PRESSURE · TEMPERATURE · VAS · MDRA

www.dusaut.in

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



EP/Staff/28.06.2023

To

Mr. Akil Joy,
Pulikka House,
Kurichikara.P.O, Ponganamkadu,
Thrissur - 680028
Mobile 8921631020.

Sir,

Sub:- Confirmation Appointment Order

We are pleased to inform you that your appointment has been confirmed in the post of Design Engineer - electrical in this firm with effect from 01-07-2023. The terms and conditions for the appointment mentioned below.

- You will be paid a consolidated salary of Rs.12000/- per month
- Your nature of work will be preparation of Electrical Drawings, Load calculation, preparation of schemes and schematic diagrams and estimates and connected works. You will have to go and inspect our various project sites as per our directions.
- For site visits and inspections, you will be given the actual TA & DA.
- You are eligible to avail 15 days casual leave per year.

Thanking You,

Yours faithfully

For  **epcon**
Electrical Power Consultants

Managing Partner

True Copy Attested


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





EMPLOYEES' STATE INSURANCE CORPORATION
e-Pehchan Card



PERSONAL DETAILS

Name of IP : AKSHAY K
Date of Birth : 11/05/2001
Gender : Male
Mobile Number : 8078404522
Email ID : NA
Registration Date : 07/07/2023
Insurance No. : 7204532461
UHID : NA
UAN : NA
ABHA Number : NA
ABHA Address : NA
Aadhaar : NA

REGISTRATION DETAILS

Marital Status : Unmarried
Type Of Disability : NA
Present Address : Kailath house, Kodannur PO,
680563, Dist: Thrissur, Kerala, 680563
Dispensary / IMP for IP : Irinjalakkuda, KL (ESIS Disp.)
Name of Father / Husband : Sasikumar K
Permanent Address : Kailath house, Kodannur PO,
680563, Dist: Thrissur, Kerala, 680563
Dispensary / IMP for Family : Irinjalakkuda, KL (ESIS Disp.)

CURRENT EMPLOYER DETAILS

Employer's Code No. : 72000375840000607
Sub Unit's Code No. : None
Address of Employer : KASSANKUTTIYIL
HOUSE, CHETTAPALAM,
Name of Employer : ECOFULL RESOURCES
PRIVATE LIMITED
Date of Appointment : 03/07/2023
Branch Office : BO - KALPETTA, BRANCH
MANAGER, BRANCH OFFICE
KALPETTA, IESCI

FAMILY DETAILS

Name	Relation with IP	Date of Birth	UHID/ABHA Number	ABHA Address	UAN/Aadhaar	Is Residing with IP	State/District
Prabha P K	Dependant mother	17/03/1975			NA	Yes	Kerala Thrissur

True Copy Attested

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



976

NOMINEE DETAILS

Name of Nominee	Relation with IP	Date of Birth	UHID/ ABHA Number	Address of Nominee	Percentage
Prabha P K	Dependant mother	NA	NA	KAILATH,,KODANNUR PO 680563,KeralaDist:Thrissur6 80563	100

Affix Your Family Photograph Here. (Attested and Stamped by
Employer / ESIC Official)

Signature / LTI of Registered Employee / IP

Signature / Stamp of ESIC Officer / Employer

Note:

- This e-Pehchan card affixed with photograph of family & duly attested by the Employer/ESIC Staff shall be requested availing cash/medical benefit.
- e-Pehchan card is a proof of registration under ESI scheme. However eligibility for various benefits depends upon the contribution conditions. For further information on eligibility to various Benefits, please visit- www.esic.in

Printed By (Employer/User Name) : ECOFULL RESOURCES PRIVATE LIMITED
IP Number : 7204532461
Address : Kailath house,Kodannur PO, 680563,Dist:Thrissur,Kerala,680563
Date : 17/07/2023 5:45:55PM

True Copy Attested

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



Ref. No. ERPL/HR/AL6028/2023
03rd July 2023

Mr. Albin Tomy
Poruthur House
Church road, P O Puthur
Vettukad, Thrissur
Kerala- 680014
Mob:7994092682
Email: albintomy8282@gmail.com

Dear Mr. Albin,

Sub. **Appointment Letter**

Ref. Your application for the post of Trainee Project Engineer

With reference to your acceptance of our offer, we are pleased to appoint you as **Trainee Project Engineer** in our organization.

Congratulations!

Your employment commences on 03rd July 2023

You will be eligible for an annual CTC (Cost to the Company) of INR 1,98,000 (One lakh ninety-eight thousand only). The Compensation Package will be subject to the usual deductions for tax and other applicable statutory deductions normally withheld by an employer in India.

You shall be on probation for a period of three months and based on your satisfactory performance during the period, your appointment shall be confirmed. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation. After confirmation of your employment, your services with the company can be discontinued or terminated from either side with one month notice, or one month pay in lieu of notice period.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events.

a) If you are in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties.

b) If you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs.

You will automatically retire from the services of the company without any notice on your the age of 58 years.

Your assignments at work may be changed at any time depending on the business exigencies. You may be transferred at work in any of the company's branches or client sites/ offices across India or Abroad.

True Copy Attached


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



Authorized Channel Partner

TATA POWER SOLAR



You will be eligible for travelling allowance at actuals upon production of supporting bills for official trips. Travel by two wheeler will be at Rs.3/- and actual room rent for outstation stay subject to a maximum of Rs.800/- per day, provided company accommodation is not available in that location. You are also eligible to get Rs.150/- (Rupees One Hundred and Fifty Only) per day as DA for out station stays.

You will be employed in the services of the company only as long as you are medically fit for employment in all aspects. Management has the right to get you medically examined by any qualified medical practitioner during the tenure of your service.

You are required at all times to maintain the highest order of discipline and secrecy as regards to the work of the Company and/or its Subsidiaries or Associate Companies. All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company.


You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey and conform to all the regulations framed and issued by the Company from time to time. You shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever or hold any office of profit or accept any other emoluments without the previous consent in writing of the Company.

You will be governed by the policies / rules and regulations stipulated by the company, please refer the policy manual available with HR Dept.

In addition to the employment terms and conditions mentioned herein, all other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time shall be applicable to you.

Please sign the duplicate copy of this letter as a token of acceptance of the same.

Sincerely,
for Ecofull Resources Pvt. Ltd.


Somasundaran M.V
Head - HR & Administration



True Copy Attested


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

I acknowledge receiving the Appointment Letter with Employment Terms and conditions relating to all incidents of my employment with the company and after having read and understood and comprehended the contents and implications therein, I am satisfied and agree to abide by them.

Place:

Date:

(Name, Signature of the employee)



© Aickarakudy Arcade Malikampeedika, Alangad P.O, Aluva, Ernakulam - 683511

© admin@ecofull.in © +91 7559 83 33 30



Sutherland Joining Inbox



Anoop Santhosh 12:35 pm
to me ▾



Dear Arun K N,

Greetings from Sutherland!!!

This email is in reference to the provisional offer letter with Sutherland. We have an immediate requirement for Customer Support Non-Voice requirements for Cochin. Please let me know your interest to pursue the opportunity with Sutherland.

- 1) If you are interested, please join the WebEx call using the below link. The session is to brief you about further procedures.

Link; <https://sutherland.webex.com/meet/silviya.ts>

Date: 19-Jun-2023

Time: 5:30 PM

True Copy Attested

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

Please respond if you have any inconvenience in joining the WebEx call, I shall reschedule it for another day.

- 2) If you are not interested, write us back with the reason so that we can block further communication from our end.



Letter of Intent (LOI)

Superset ID: 3604770

Date: November 25, 2022

Dear Aswin VM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

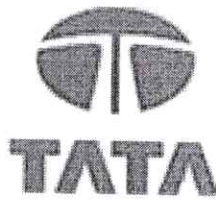
Maya Sreekumar
Vice President - Human Resources



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

True Copy Attested





101

Offer: Computer Consultancy
Ref: TCSL/DT20223078631/Trivandrum
Date: 20/09/2022

Mr. Fawaz Firoz
1st Floor, Krishna Gokulam, Ponnuveetil Lane, Patturaickal, ThrissurPonnuveetil Lane,
Devamatha Cmi Public School,
Thrissur-680022,
Kerala.
Tel# 91-8111829215

Dear Fawaz Firoz,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223078631

True Copy Attested

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

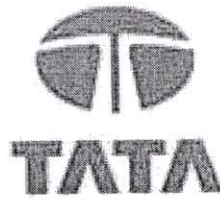
Mismaya Building 6th Floor, Infopark, Kusumagiri PD, Kochi 682 030 India

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

Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

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





Offer: Computer Consultancy
Ref: TCSL/DT20223133609/Trivandrum
Date: 19/09/2022

Mr. John Francis
Thattil Cheenikkal House Cheenikkal Road,
Nedupuzha,
Thrissur-680007,
Kerala.
Tel# 91-9544531364

Dear John Francis,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. 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/DT20223133609

True Copy Attested

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Misranga Building 6th Floor, Infopark, Kuzhuparamba PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nariman Building, 9th Floor, Nariman Point, Mumbai 400 025

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



102

Hello!

Hope you are safe and doing well. We wish you all the best for your exams we will provide an update on your date of joining.

Your date of joining as Intern Trainee family will be **Jan 30th 2023 (Monday)** consider this as your final date of joining.

You will be provided with accommodation for 7 days which starts from 29th January (Monday) to 5th February (Monday). Post which you will need to find your own accommodation.

You are requested to carry below documents without fail.

1. 5 Passport size photo
2. Xerox copy of all educational documents
3. Copy of Aadhar PAN and Bank passbook
4. You are requested to wear the college uniform

True Copy Attested

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



EP/Staff/28.06.2023

To

Mr. Sarath.A.,
Arakkal House,Pananchery,
Manamkode,Pattikad.P.O,
Thrissur - 680652
Mobile 9074344731

Sir,

Sub:- Confirmation Appointment Order

We are pleased to inform you that your appointment has been confirmed in the post of Design Engineer - electrical in this firm with effect from 01-07-2023. The terms and conditions for the appointment mentioned below.

- You will be paid a consolidated salary of Rs.12000/- per month
- Your nature of work will be preparation of Electrical Drawings, Load calculation, preparation of schemes and schematic diagrams and estimates and connected works. You will have to go and inspect our various project sites as per our directions.
- For site visits and inspections, you will be given the actual TA & DA.
- You are eligible to avail 15 days casual leave per year.

Thanking You,

Yours faithfully

For  **epcon**
Electrical Power Consultants

Managing Partner

True Copy Attested


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



Letter of Intent (LOI)

Superset ID: 3582325

Date: November 25, 2022

Dear Victor Varghese,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

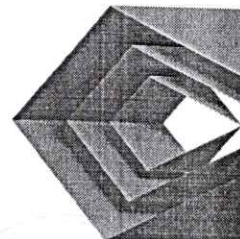
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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





Sutherland Joining

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: abhinavkrishna@gmail.com <abhinavkrishna@gmail.com>

Mon, Jun 19, 2023 at 12:35 PM

Dear Abhinav Krishna,

Greetings from Sutherland!!!

This email is in reference to the provisional offer letter with Sutherland. We have an immediate requirement for Customer Support Non-Voice requirements for Cochin. Please let me know your interest to pursue the opportunity with Sutherland.

1) If you are interested, please join the WebEx call using the below link. The session is to brief you about further procedures.

Link; <https://sutherland.webex.com/meet/silviya.ts>

Date: 19-Jun-2023

Time: 5:30 PM

Please respond if you have any inconvenience in joining the WebEx call, I shall reschedule it for another day.

2) If you are not interested, write us back with the reason so that we can block further communication from our end.

Looking forward to seeing you in Sutherland 😊!

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

True Copy Attested


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





Sutherland Joining

2 messages

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>

Tue, 27 Jun, 2023 at 12:1

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

pi

Dear Candidate,

Greetings from Sutherland!!!

This is in response to your Candidature for the **Non-Voice Associate Job Role in Sutherland**. All your remaining interviews will be conducted on the Webex platform, so please make sure you have downloaded the **Webex & Webex meetings app** in your Phone or Laptop.

Thanks& Regards,

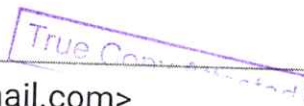


Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



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



Jose P Therattil

Adharsh Prakash <adharp@gmail.com>

Wed, 28 Jun, 2023 at 12:41 pm

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





Jose P Therattil

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

True Copy Attested





Offer Letter

1 message

info aquarain.in <info@aquarain.in>
To: VADAKKAN FEBIN YESUDAS <febinyesudas13@gmail.com>

Tue, 25 Jul 2023 at 11:02

Dear Febin,

We're delighted to extend this employment offer for the **Graduate Engineer Trainee** with Aqua Star. Please find below an overview of the terms and conditions for your anticipated employment with us:

Position : Graduate Engineer Trainee

CTC : 1.8 Lacs PA

Probation Period : 6 months

If the offer is agreeable to you, you are advised to call on the undersigned as soon as possible and please confirm the joining date also.

Please let me know if you have any questions or concerns. We look forward to having you on the team.

—
Thanks and Regards,
Aqua Star Team
9446001212



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

True Copy Attested





Sutherland Joining

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: giridharjagadees@gmail.com <giridharjagadees@gmail.com>

Mon, 15 May, 2023 at 2:20 pm

Dear Giridhar J,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

Ø <http://instagram.com/sutherlandlifeindia>

Ø <http://www.facebook.com/SutherlandIndia>

Ø <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

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

1. Purpose of this email?

You are receiving this email because you have cleared our interview processes at your campus for the technical/non-technical process. You have either received the Letter of Intent or we are sending it to your institutions and your email ID so that you receive them shortly. The following information in this email will answer most questions you might have regarding your next steps to join Sutherland, please read them carefully.

2. I did not receive my Letter of Intent, what should I do to get it?

True Copy Attested



You have not received your Letter of Intent due to one of the following reasons,

- Your college management has a process where they distribute the Letter of Intent to you on a special occasion followed as a custom.
- Your Letter of Intent is in transit.
- You can also have this email as one of the documents proving that you have been selected.

Kindly check with the placement officer if you have not received the Letter of Intent.

3. I have completed my exams when can I walk-in into your office for the next steps (fitment rounds and joining formalities)?

We are beginning our onboarding process between May to October 2023, our team will start calling and communicating with candidates about their next steps after your final semester examinations. As we are calling batch-wise, you will likely receive this call before the end of July based on the university examination schedule. During this call, we will let you know about your next steps regarding your virtual interviews. Our team is equipped with alternate contact numbers and email addresses and a few more options to reach you in case we are not able to reach you using the primary contact information. We also have a practice of having multiple attempts to contact our candidates in case we miss contacting you during our first attempt. Your safety is our topmost priority, please do not walk into the office facility unless and until it is communicated to you to do so.

4. What are the further rounds of Interview?

You all belong to different disciplines/courses; we have different roles and vacancies from the different verticals and clients that we introduced to you during our virtual drive. We would like to give you a position that best suits your skills and our requirement; hence, this fitment round checks the relevant skills necessary for the position we are offering you.

5. What are my shift timings and what will be my salary package?

Your shift timings and salary package discussion will take place when you receive a call from our HR team as these are decided based on the position and client you get selected for hence this could be informed only when we discuss your fitment rounds.

6. Which facility or location will I be working from?

Our primary goal is to place you in the nearest possible Sutherland facility that is feasible from your place of stay; however, we are to also consider the distribution of vacancies available. While the prime factor that decides your location of work is the vacancy, we are striving to place you in a facility that is in your city or state. For candidates who are from places where our facilities are not available, we would give the nearest possible options.

7. What are the documents I should be having?

The following are necessary documents,

- A copy of your resume/Curriculum vitae
- Copy of 10th, 12th and College mark sheets
- Copy of Pan Card
- Address and ID proof (govt. issues- preferably voters ID or Aadhar card)
- 1 copy of your passport-sized photo.

Jose P Therattil

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



True Copy Attested

The HR personnel will inform you of any additional documentation and help you with your fitment round and joining formalities.

8. Are there any restrictions?

Please avoid carrying laptops, and external memory devices like a hard disc or pen drive whenever you are asked to walk into the facility.

9. How do I contact you?

As previously mentioned in the above answers, our campus recruitment team is reaching out to you batch-wise and will inform you about any additional information you might need. Until then if you have any questions apart from the ones answered above you can reach out to us at our email address SutherlandCampusTeam.India@sutherlandglobal.com

Regards:
Sutherland Campus team

 Sutherland Logo

Please Note: Once you are done with all the Examinations and ready for immediate joining, you can contact us on the number 8075780954.

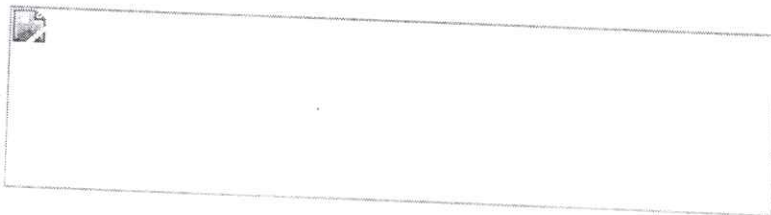
Thanks& regards,



Anoop Santosh
Talent Acquisition
SUTHERLAND

True Copy Attested

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com



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



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



Sutherland

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: yuvi.chikku@gmail.com <yuvi.chikku@gmail.com>

Thu, 6 Jul, 2023 at 9:53 am

Dear MOHAMMED SHAH M A,

Greetings from Sutherland!!!

This email is in reference to the provisional offer letter with Sutherland. We have an immediate requirement for Customer Support Non-Voice requirements for Cochin. Please let me know your interest to pursue the opportunity with Sutherland.

- 1) If you are interested, please join the WebEx call using the below link. The session is to brief you about further procedures.

Link; <https://sutherland.webex.com/meet/silviya.ts>

Date: 06-Jul-2023

Time: 5:30 PM

Please respond if you have any inconvenience in joining the WebEx call, I shall reschedule it for another day.

- 2) If you are not interested, write us back with the reason so that we can block further communication from our end.

(Note: This meeting is for the candidates who were not able to join the June 19th call)

Looking forward to seeing you in Sutherland😊!

Thanks& Regards,

True Copy Attested


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





Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com

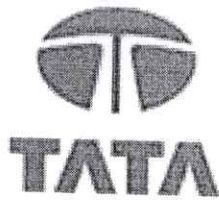


This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the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

True Copy Attested

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





Offer: Computer Consultancy
Ref: TCSL/DT20223225475/Trivandrum
Date: 19/09/2022

Mr. Muhammed Anas K A
Kunnathupeedikayil House Kummeranellur PoParuthipra,
Near Paruthipra School,
Thrissur-680590,
Kerala.
Tel# 91-9048443255

Dear Muhammed Anas K A,

Sub: Letter of Offer

True Copy Attested


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

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223225475

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wismaya 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



Letter of Intent (LOI)

Superset ID: 3646843

Date: November 25, 2022

Dear Muhammed Anshif MM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Preloqin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

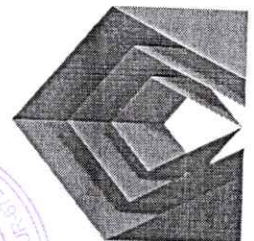
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

True Copy Attested


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





Sutherland Joining

1 message

Anoop Santhosh <Anoop.Santhosh@sutherlandglobal.com>
To: rahulamedathody@gmail.com <rahulamedathody@gmail.com>

Thu, 20 Apr, 2023 at 16:00

Dear Rahul R,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be via online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

- Ø <http://instagram.com/sutherlandlifeindia>
- Ø <http://www.facebook.com/SutherlandIndia>
- Ø <https://www.linkedin.com/company/sutherland-global>

Please refer to the FAQs below to clarify all your queries. Thank you for choosing Sutherland to Kickstart your Career. It's indeed our pleasure to extend the Heartiest welcome to you!

Dear Campus Champ,

Here are the answers to a few frequently asked questions.

True Copy Attested


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

1. Purpose of this email?

You are receiving this email because you have cleared our interview processes at your campus for the technical/non-technical process. You have either received the Letter of Intent or we are sending it to your institutions and your email ID so that you receive them shortly. The following information in this email will answer most questions you might have regarding your next steps to join Sutherland, please read them carefully.



2. I did not receive my Letter of Intent, what should I do to get it?

You have not received your Letter of Intent due to one of the following reasons,

- Your college management has a process where they distribute the Letter of Intent to you on a special occasion followed as a custom.
- Your Letter of Intent is in transit.
- You can also have this email as one of the documents proving that you have been selected.

Kindly check with the placement officer if you have not received the Letter of Intent.

3. I have completed my exams when can I walk-in into your office for the next steps (fitment rounds and joining formalities)?

We are beginning our onboarding process between May to October 2023, our team will start calling and communicating with candidates about their next steps after your final semester examinations. As we are calling batch-wise, you will likely receive this call before the end of July based on the university examination schedule. During this call, we will let you know about your next steps regarding your virtual interviews. Our team is equipped with alternate contact numbers and email addresses and a few more options to reach you in case we are not able to reach you using the primary contact information. We also have a practice of having multiple attempts to contact our candidates in case we miss contacting you during our first attempt. Your safety is our topmost priority, please do not walk into the office facility unless and until it is communicated to you to do so.

4. What are the further rounds of Interview?

You all belong to different disciplines/courses; we have different roles and vacancies from the different verticals and clients that we introduced to you during our virtual drive. We would like to give you a position that best suits your skills and our requirement; hence, this fitment round checks the relevant skills necessary for the position we are offering you.

5. What are my shift timings and what will be my salary package?

Your shift timings and salary package discussion will take place when you receive a call from our HR team as these are decided based on the position and client you get selected for hence this could be informed only when we discuss your fitment rounds.

6. Which facility or location will I be working from?

Our primary goal is to place you in the nearest possible Sutherland facility that is feasible from your place of stay; however, we are to also consider the distribution of vacancies available. While the prime factor that decides your location of work is the vacancy, we are striving to place you in a facility that is in your city or state. For candidates who are from places where our facilities are not available, we would give the nearest possible options.

7. What are the documents I should be having?

The following are necessary documents,

- A copy of your resume/Curriculum vitae
- Copy of 10th, 12th and College mark sheets
- Copy of Pan Card
- Address and ID proof (govt. issues- preferably voters ID or Aadhar card)
- 1 copy of your passport-sized photo.

True Copy Attested

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



1142
The HR personnel will inform you of any additional documentation and help you with your fitment round and joining formalities.

8. Are there any restrictions?

Please avoid carrying laptops, and external memory devices like a hard disc or pen drive whenever you are asked to walk into the facility.

9. How do I contact you?

As previously mentioned in the above answers, our campus recruitment team is reaching out to you batch-wise and will inform you about any additional information you might need. Until then if you have any questions apart from the ones answered above you can reach out to us at our email address SutherlandCampusTeam.India@sutherlandglobal.com

Regards:
Sutherland Campus team



Please Note: Once you are done with all the Examinations and ready for immediate joining, you can contact us on the number 8075780954.

Thanks& regards,

 Anoop Santosh
Talent Acquisition
SUTHERLAND

M: +918075780954 E: Anoop.Santhosh@sutherlandglobal.com




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

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



Your Job Confirmation Mail from igus (India) Private. Limited

1 message

Pragathy Pearl <ppearl@igus.net>

To: sooryas2112@gmail.com <sooryas2112@gmail.com>

Cc: Deepak Paul <dpaul@igus.net>, Santhosh Jacob <sjacob@igus.net>, Binoy John <bjohn@igus.net>

Wed, 12 Jul 2023 at 3:43 pm

Dear Soorya,

Congratulations!!

With reference to your application and the subsequent interview you had with us, we are happy to offer you the position of Product Engineer, BRG Division. Your gross salary would be Rs.30,000/- (Thirty Thousand only) per month.

We are once again delighted to welcome and have you on board. We hope that your professional association with us will be a rewarding and fulfilling experience.

Kindly join us on 17.07.2023, Please be informed that your final year results will be required to validate your employment.

Your reporting location is Coimbatore , please contact Mr. Pradeesh at +91 7667216767.

Hope you have a great career ahead with us

Thanking You !

Mit freundlichen Grüßen / Best Regards,

Pragathy Pearl

Human Resources

Phone : 080-69116927 (Direct)

Cell : +91-9148135333

Chat with MS Teams

igus@(India) Private Limited
36/1, Sy. No. 17/3, NCPR Layout, Euro School Road,
Dodda Nekkundi Industrial Area - 2nd Stage
Mahadevapura Post
Bangalore - 560048
Karnataka, India

CIN: U29130KA2000PTC036289

GSTIN: 29AAACI7545P1ZV

True Copy Attested

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



For more details visit us @ <https://www.igus.in/>

For a guided tour to our virtual booth click here

For a virtual tour of the igus factory click here

Phone: +91-80-69116900
Fax: +91-80-68127802



the-chain
moving energy made easy

dry-tech® bearings
don't lubricate

Please think before you print.

175 News and One Revolution
KNOW MORE

news '22

improve what moves...

Details of how we handle personal data at igus® can be found at <https://www.igus.eu/data-processing>

True Copy Attested

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



2nd December 2022

Offer Letter

Ajin K J
Kuravakkattu (H),
Olimkadavu P.O, Ponkandam,
Palakkad, 678706

Dear Ajin,

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

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

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

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade A1.
2. Your remuneration on joining Experion shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

True Copy Attached


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

Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ✉ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336

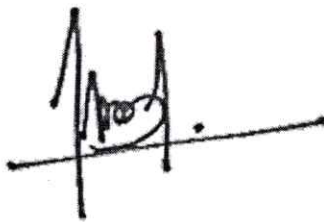


You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of **INR 6,00,000/-** (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

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

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, _____, acknowledge that I have read, understood, and accept this 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

True Copy Attested



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



Experion Technologies (India) Private Limited
Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581,
Kerala, India ☎ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336

Company Application Form and TEAL

Aswini B (Recruiter, AS) . <aswinib@titan.co.in>
To: <albytzach@gmail.com>
Cc: Felix Devasia <felixd@titan.co.in>, Learning Centre PED <ldped@titan.co.in>

Wed, 7 Dec 2022 at 15:37

Dear Candidate,

You have been selected at TEAL. Congratulations!

Please find attached the company application form and security verification form to be filled along with the below mentioned documents to be sent across to us for Further Process.

- 1) PAN Card
2) Aadhar Card
3) Last three education documents (SSLC, HSC, UG)
4) Last 3 months payslip of current Company
5) Last three employment details & documents (Offer, Appointment letter & Relieving letter)
6) Experience letter from previous companies (if Any)
7) Two professional references (Name, Address, Contact No.)
8) Present Address Proof
9) Passport size photo
10) Updated resume

NOTE: Please ignore 4,5&6 If you are a fresher
Thanks & Regards,
Aswini . B
Titan Engineering & Automation Limited (TEAL) |
Human Resource

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the sender immediately by email or delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. The opinion expressed in this mail is that of the sender and does not necessarily reflect that of Titan.

WARNING: Despite best possible precautionary measures taken by Titan Company Limited, computer viruses can be transmitted via email. The recipient should check and scan this email and any attachments for the presence of viruses. Titan Company Limited accepts no liability for any damage caused by any virus transmitted by this email.

Titan Application Form (2) (10) (1) (2) (2) (1) (1) (1) (4) (1) (1) (1) (1) (1) (1) (1) (1) (2) (2) (1) (1).pdf

True Copy Attested

Dr. JOSE P THERATTIL
Principal

Jyothi Engineering College
Cheruthuruthy - 678531



Dear Mr. Allen George,

03rd July 2023

We are pleased to extend an offer to you with CONSYST, one of the top 10 Industry 4.0 System Integration companies in India, as per CIO Review 2019 and CIO Insider 2020.

It was great to know more about you and we firmly believe that you can be a great addition to our dynamic and diverse team. Considering our conversations and your fitment to the role, you are offered the position of "Control System Engineer - Intern" with our company based at Edayapuram In Aluva, Ernakulam. It will be an unpaid Internship for 4 months. Your date of joining will be on 03rd July 2023. The work time for this position is 09:00 am to 05:30 pm (Monday to Friday). You will report to Mr. Junald Mohammed, (VP - Engineering).

During your temporary employment with Consyst Technologies, you may have access to trade secrets and confidential or proprietary business information belonging to Consyst Technologies. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Consyst Technologies. The Internship may be discontinued at any time if your performance is not found satisfactory. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Consyst Technologies.

If you have any questions about this offer, please contact our HR department. Please review this letter in full and confirm your acceptance of the position. We look forward to having you begin your career at Consyst Technologies and wish you a successful internship.

Welcome to our team!

Sincerely,

For Consyst Technologies (India) Pvt. Ltd.

Riyas C A
Director - Corporate Services



Accepted
Allen George

True Copy Attested

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



CONSYST Technologies (India) Pvt. Ltd.

#73A B, Biznes Avenue, Nature Junction, Edayapuram Road, Aluva, Kochi - 683 101, Kerala, India
☎ +91 484 262 8448 ✉ info@consyst.biz 🌐 www.consyst.biz
CIN: U72900KL2013PTC033359

e-TRNL Energy Pvt. Ltd.

401, Lilouville, West Avenue, Santacruz (W), Mumbai 400054
CIN: U31900MH2021PTC362260; GSTIN: 27AAGCE5147H1ZK
Website: <http://e-trnl.energy>, e-mail: info@e-trnl.energy; Contact No.: +91 9819951124

e-TRNL EPL/HRD/Offer/Itrn/2023-24/05
Sep 23, 2023

To,
Aswin A Vinoy
S/O: Jiji
Anthikkad House, Students Shelter
Kulappully PO, VTC: Shoranur,
District: Palakkad, Kerala,
PIN: 679122

ENGAGEMENT LETTER

Dear Aswin,

With reference to your application and subsequent interviews you had with us, we, e-TRNL Energy Private Limited ("Company"), are pleased to offer you internship with us, as per the following understanding:

Start Date: You will commence your internship from 3rd Oct 2023 ("Effective Date").

Reporting time: 9:00AM

Address: e-TRNL Energy, 3rd floor, Nandi Infotech, 1st Main Rd., off ITPL road, Kadugodi, Bengaluru 560066

Reporting to: Dr. Uttam Kumar Sen

Stipend: You will be paid INR 20000 (Indian Rupees Twenty Thousand only) as stipend.

Your detailed terms and conditions of the internship is enclosed herewith separately for your perusal titled 'Detailed Terms and Conditions of the Internship ("T&Cs")'. Please read the T&Cs, carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy of the T&Cs on all the sheets at the right-hand bottom corner and return the same to the Company as a token of your acceptance. The T&Cs sets forth the terms of your engagement of internship with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or negotiations, whether written or oral. The offer of internship contained in this letter will terminate if it is not accepted, signed, and returned within 2 (two) days from receipt of this letter.

This offer is subject to you passing of medical test and producing the following:

- 1) photo copy of your PAN card and Aadhaar card
- 2) all original certificates and testimonials regarding your qualification, age, experience and a salary/stipend slip of last engagement etc., for verification
- 3) 3 (three) stamp size and 2 (two) passport size-coloured photographs of yourself, 2 (two) photographs of your spouse and children (if any).

True Copy Attested

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



Letter of Intent (LOI)

Superset ID: 3582789

Date: November 25, 2022

Dear Benat Jose,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

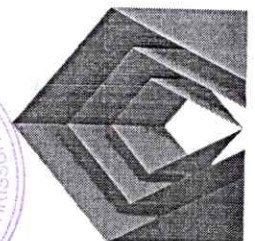
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679931

True Copy Attested



Letter of Intent (LOI)

Superset ID: 3578374

Date: November 25, 2022

Dear Ebin Tom,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

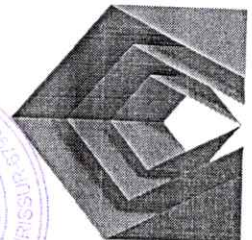
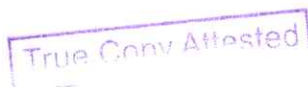
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human ResourcesDr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679631

A

Anoop Santhosh Apr 20

to me v



Dear Francis Menuhin,

Greetings from Sutherland!

We would like to congratulate you on your selection for the campus drive conducted at your college. We are thrilled to welcome you to be part of the Sutherland Family.

As informed during the campus drive, you must clear further rounds of interviews & document verification to confirm your employment with us. The further rounds will be conducted post your final semester examination. The further process will be in an online and/or offline mode hence request you to be available for both. We'll inform you of further procedures via email or calls. We remain enthusiastic about meeting you and assisting you in your career start.

To learn more about opportunities at Sutherland, please visit: <https://jobs.sutherlandglobal.com/>

For more career opportunities, don't forget to follow us on social media:

Ø <http://instagram.com/sutherlandlifeindia>

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

True Copy Attested



Letter of Intent (LOI)

Superset ID: 3560998

Date: November 25, 2022

Dear Rohith Kk,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

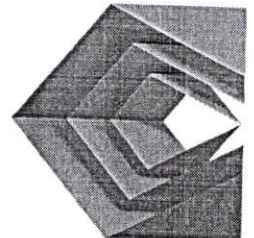
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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



True Copy Attested
True Copy Attested





Company Application Form and TEAL

2 messages

Aswini B (Recruiter, AS) . <aswinib@titan.co.in>

To: sreghuraj.mc19@jecc.ac.in

Fri, 4 Nov 2022 at 9:40 am

Cc: Felix Devasia <felixd@titan.co.in>, Balaji Srinivasan <balaji_srinivasan@titan.co.in>

Dear Candidate,

You have been selected at TEAL. Congratulations!

Please find attached the company application form and security verification form to be filled along with the below mentioned documents to be sent across to us for Further Process.

- 1) PAN Card
- 2) Aadhar Card
- 3) Last three education documents (SSLC, HSC, UG)
- 4) Last 3 months payslip of current Company
- 5) Last three employment details & documents (Offer, Appointment letter & Relieving letter)
- 6) Experience letter from previous companies (if Any)
- 7) Two professional references (Name, Address, Contact No.)
- 8) Present Address Proof
- 9) Passport size photo
- 10) Updated resume

NOTE: Please ignore 4,5&6 If you are a fresher

Thanks & Regards,

Aswini . B

Titan Engineering & Automation Limited (TEAL) |
Human Resource

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the sender immediately by email or delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. The opinion expressed in this mail is that of the sender and does not necessarily reflect that of Titan.

WARNING: Despite best possible precautionary measures taken by Titan Company Limited, computer viruses can be transmitted via email. The recipient should check and scan this email and any attachments for the presence of viruses. Titan Company Limited accepts no liability for any damage caused by any virus transmitted by this email.

11916037 S REGHURAJ <sreghuraj.mc19@jecc.ac.in>

To: Aswini B (Recruiter, AS) . <aswinib@titan.co.in>

Fri, 4 Nov 2022 at 6:31 pm

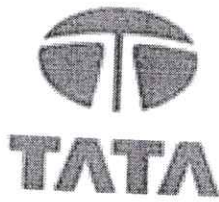
Documents
[Quoted text hidden]

True Copy Attested

Jose P Therattil

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





Offer: Computer Consultancy
Ref: TCSL/DT20223138554/Bangalore
Date: 04/10/2022

Ms. Sajna Sunny T
Thekkekara (H);Pavaratty; Thrissur,
Vemenad Temple,
Thrissur-680507,
Kerala.
Tel# 91-9495269255

Dear Sajna Sunny T,

Sub: Letter of Offer

True Copy Attested


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

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223138554

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 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

