

United National Factory Co. for the Fiberglass - L.L.C
Sohar Industrial Area – Al Batinah Region
Plot No. 5046 – 5050 Phase 5
Sultanate of Oman



شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م
صحر الصناعية - منطقة الباطنة
قطعة رقم 5046 – 5050 المرحلة الخامسة
سلطنة عمان

UNFCF/FMT/0123/2015

Date: 14-12-2015

Page: 1 of 1

EMPLOYMENT OFFER

Dear Ms.Ameera V.U,

With reference to your subsequent interview and acceptance of joining, we are pleased to offer you a position in our EDP (Engineering Development Program) as a Trainee Engineer. The duration of Employment offer or contract is for a period of 2 (Two) Years from commencement of employment. You will be under probation period for 1 year in various sectors within our Organization and will be reporting to relevant division heads within the probation period. Progression and performance review will be conducted on quarterly basis to assess your performance. The contract may be terminated or renewed upon completing your service for the period of 1 year from the date of joining. It depends up on your performance.

The detailed employment contract (2 Years) will be given to you at the time of Joining. Your package includes the following:

- You will be paid a Local Basic Salary Omani Riyal 180/- per Month (Omani Riyal One Hundred Eighty only).
- Food or Food Allowance
- Accommodation (Allotted by UNCF)
- Conveyance (Work Based)
- Telephone (Work Based)
- Health Insurance (Subject to limitations as per UNFCF Medical Policies)

This package is contingent upon successful passing or completion of your B-Tech Course. You should send us your passport copies and B-Tech Certificates by e-mail.

Please return us this letter by signing as a token of acceptance of terms and conditions mentioned therein. We would like to take this opportunity to wish you a successful career with us.

Best regards

For United National Factory Company for
the fiberglass L.L.C.

The Content of this letter are understood and
accepted.

Name:

Signature:

Date:

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Prim B.Ed
Ph.D (Computer Science), Ph.D (Maths)

True Copy Attested

United National Factory Co. for the Fiberglass - L.L.C
Sohar Industrial Area – Al Batinah Region
Plot No. 5046 – 5050 Phase 5
Sultanate of Oman



شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م
صحار الصناعية - منطقة الباطنة
قطعة رقم 5046 – 5050 المرحلة الخامسة
سلطنة عمان

UNFCF/FMT/0127/2015

Date: 14-12-2015

Page: 1 of 1

EMPLOYMENT OFFER

Dear Mr.Hemanth M.S,

With reference to your subsequent interview and acceptance of joining, we are pleased to offer you a position in our EDP (Engineering Development Program) as a Trainee Engineer. The duration of Employment offer or contract is for a period of 2 (Two) Years from commencement of employment. You will be under probation period for 1 year in various sectors within our Organization and will be reporting to relevant division heads within the probation period. Progression and performance review will be conducted on quarterly basis to assess your performance. The contract may be terminated or renewed upon completing your service for the period of 1 year from the date of joining. It depends up on your performance.

The detailed employment contract (2 Years) will be given to you at the time of Joining. Your package includes the following:

- You will be paid a Local Basic Salary Omani Riyal 180/- per Month (Omani Riyal One Hundred Eighty only).
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- Accommodation (Allotted by UNCF)
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- Telephone (Work Based)
- Health Insurance (Subject to limitations as per UNFCF Medical Policies)

This package is contingent upon successful passing or completion of your B-Tech Course. You should send us your passport copies and B-Tech Certificates by e-mail.

Please return us this letter by signing as a token of acceptance of terms and conditions mentioned therein. We would like to take this opportunity to wish you a successful career with us.

Best regards

For United National Factory Company for
the fiberglass L.L.C.

The Content of this letter are understood and
accepted.

Name:

Signature:

Date:

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M. Sc, M Phil, B Ed
Ph.D (Computer Science), Ph.D (Maths)

True Copy Attested

Bank of Beirut

(Oman Branches)
Banking Beyond Borders



بنك بيروت

فروع عُمان

CUSTOMER'S NAME

اسم صاحب الحساب

SANAJ RAJAN

BRANCH

الفرع

SOHAR - FALAJ AL QABIL

صحار - فلج القبائل

BRANCH TEL. NO. 26750636

رقم هاتف الفرع ٢٦٧٥٠٦٣٦

Call Centre (24 Hrs) 80071982

مركز الاتصالات (على مدار الساعة) ٨٠٠٠٧١٩٨٢

True Copy Attested

[Handwritten Signature]

Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed

Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL

Jyothi Engineering College

Cheruthurthi, P.O. Cheruthurthi, P.O.

ACCOUNT NUMBER (S)

0141350593400

True Copy Attested



Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531

United National Factory Co. for the Fiberglass L.L.C
Sohar Industrial Area - Al Batinah Region
Plot No. 5046 - 5050 Phase 5
Sultanate of Oman




بيرجلاس - ش.م.م
الباطنة
حلة الخامسة

To whom it may concern

This is to certify that **Mr. Sanaj Rajan** holding Indian Passport No: **N**
ID/card No.:**C279** was working with our organization / company startin
25-02-2018. We found this gentleman fully committed to his job and to
this organization/company.

We are issuing this letter on the specific request of the employee with
on behalf of this letter or part of this letter on our organization / compai

For any enquiry about this letter please contact::info@unfcf.com


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

True Copy Attested



UNFCF/FMT/0124/2015

Date: 14-12-2015

Page: 1 of 1

EMPLOYMENT OFFER

Dear Mr.Sanaj Rajan,

With reference to your subsequent interview and acceptance of joining, we are pleased to offer you a position in our EDP (Engineering Development Program) as a Trainee Engineer. The duration of Employment offer or contract is for a period of 2 (Two) Years from commencement of employment. You will be under probation period for 1 year in various sectors within our Organization and will be reporting to relevant division heads within the probation period. Progression and performance review will be conducted on quarterly basis to assess your performance. The contract may be terminated or renewed upon completing your service for the period of 1 year from the date of joining. It depends up on your performance.

The detailed employment contract (2 Years) will be given to you at the time of Joining. Your package includes the following:

- You will be paid a Local Basic Salary Omani Riyal 180/- per Month (Omani Riyal One Hundred Eighty only).
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- Accommodation (Allotted by UNCF)
- Conveyance (Work Based)
- Telephone (Work Based)
- Health Insurance (Subject to limitations as per UNFCF Medical Policies)

This package is contingent upon successful passing or completion of your B-Tech Course. You should send us your passport copies and B-Tech Certificates by e-mail.

Please return us this letter by signing as a token of acceptance of terms and conditions mentioned therein. We would like to take this opportunity to wish you a successful career with us.

True Copy Attested

Best regards

For United National Factory Company for
the fiberglass L.L.C.

The Content of this letter are understood and
accepted.

Name:

Signature:

Dr. SUNNY JOSEPH KALADANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

United National Factory Co. for the Fiberglass - L.L.C
Sohar Industrial Area – Al Batinah Region
Plot No. 5046 – 5050 Phase 5
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شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م
صحار الصناعية - منطقة الباطنة
قطعة رقم 5046 – 5050 المرحلة الخامسة
سلطنة عمان

UNFCF/FMT/0130/2015

Date: 14-12-2015

Page: 1 of 1

EMPLOYMENT OFFER

Dear Mr.Shine Sunny,

With reference to your subsequent interview and acceptance of joining, we are pleased to offer you a position in our EDP (Engineering Development Program) as a Trainee Engineer. The duration of Employment offer or contract is for a period of 2 (Two) Years from commencement of employment. You will be under probation period for 1 year in various sectors within our Organization and will be reporting to relevant division heads within the probation period. Progression and performance review will be conducted on quarterly basis to assess your performance. The contract may be terminated or renewed upon completing your service for the period of 1 year from the date of joining. It depends up on your performance.

The detailed employment contract (2 Years) will be given to you at the time of Joining. Your package includes the following:

- You will be paid a Local Basic Salary Omani Riyal 180/- per Month (Omani Riyal One Hundred Eighty only).
- Food or Food Allowance
- Accommodation (Allotted by UNCF)
- Conveyance (Work Based)
- Telephone (Work Based)
- Health Insurance (Subject to limitations as per UNFCF Medical Policies)

This package is contingent upon successful passing or completion of your B-Tech Course. You should send us your passport copies and B-Tech Certificates by e-mail.

Please return us this letter by signing as a token of acceptance of terms and conditions mentioned therein. We would like to take this opportunity to wish you a successful career with us.

Best regards

The Content of this letter are understood and accepted.


Name:

True Copy Attested

Signature:

Date:

For United National Factory Company for
the fiberglass L.L.C.


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed.
Ph.D (Computer Science, Ed. Dev. & Insp.)

ص.ب: 192 - الرمز البريدي 322 س.ت: 1082177 فاكس: 26701818 تليفون: 26701721/800/801/803/807

P.O. Box: 192 - P.C:322 C.R.: 1082177 Fax: 26701818 Tel: 26701721/800/801/803/807

E-mail: info@unfcf.com, unfcf006@omantel.net.om



**CENTRE OF SCIENCE & TECHNOLOGY
FOR RURAL DEVELOPMENT**

Ayyanthole, Thrissur - 680 003, Kerala, India
Phone: 0487 2365988, 2365388, 2360788, 2364203
Fax: 0487-2365388
E-mail: costfordayyanthole@gmail.com

CERTIFICATE

Certified that *Ms. Anjana .A, D/o M. Achuthanandan, No. 85, "Renjini", 9th Street, Museum Cross Lane, Chembukkavu, Thrissur - 680020* had worked in this Organization as Site Engineer (Civil) during the period from 01.11.2016 to 28.11.2017

She was sincere and hard working. Her character and conduct is good.

Thrissur
28.11.2017



Director
Director
COSTFORD, Ayyanthole
Thrissur-3

True Copy Attested

Sunny
Dr. SUNNY JOSEPH KAL AYATHANKAL
M.Tech, MCA, M.Sc. (M.Phil), B.Ed
Ph.D (Computer Science), Ph.D (M.Lis)
PRINCIPAL

UNITED ARAB EMIRATES
MINISTRY OF LABOUR

الإمارات العربية المتحدة
وزارة العمـــــــل

الإسم: مانيش موروكان سوبان شينيار موروكان

Name: MANISH MURUKAN SUPPAN CHETTIAR MURUKAN

رقم بطاقة العمل : 68223406 : أوطىي Work Permit No

تاريخ الإنتهاء : 22/11/2018 Expiry Date


الرقم التسلسلي : 10028039514982 Personal No

المهنة : حاسب كميات Profession


الجنسية : الهند Nationality

المنشأة : الخبراء المصنفين للمقاولات والصيانة العام Establishment - CHARTERED PROFESSIONALS FOR GENERAL M

مطبوعة إلكترونيا Electronically printed



True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Employment Offer

Mr Manish Murukan
Passport Number: L2357822

Date: 12-Nov-2016

Dear Manish,


We are pleased to offer you employment with **Chartered Professionals For General Maintenance and Contracting** herein referred to as "the Company" as **Quantity Surveyor** under the following conditions:

Job Title	Quantity Surveyor
Monthly Basic Salary	AED. 3,000
Monthly Accommodation	AED. 1,000
Monthly Transportation	AED. 1,000
Total Monthly Compensation	AED. 5,000
Additional Benefits:	
Annual Leave	26 working days
Annual Air Ticket	Economy Class at a fixed rate
End of Service Benefits	As per Abu Dhabi labour law

1. Your salary will be reviewed on an annual basis to be adjusted based on your performance.
2. Your work location shall be Abu Dhabi city or any other area in the UAE as specified by the Company.
3. The duration of your employment, shall be for an unlimited period. However, after the completion of Probationary period defined herein, each party shall have the right to terminate this contract by serving the other party a written one month notice, during which the necessary handover process shall be conducted.
4. You will be entitled to annual round trip economy class air ticket for yourself to the airport nearest to your agreed point of origin. For this purpose, your point of origin shall be India. The ticket price is fixed by the Company, based on market rate.
5. This offer is subject to you successfully passing the medical examination prescribed by the Company, receiving satisfactory reference checks, the authenticity of the information and documents provided by you to the Company and to the approval of the concerned Governmental Departments. You shall be requested to present to the Company certified copies of your educational and experience credentials.

True Copy Attested

6. The first six months from commencement of your employment shall be a Probationary Period, during which the Company may terminate the employment contract without prior notice or compensation.


Dr. SUNNY JOSEPH
M.Tech, MCA, M.Sc, M.Phil, Ed
Ph.D (Computer Science), Ph.D (Medical)



S & R CONSULTANTS

STRUCTURAL DESIGN . GEOTECHNICAL . SOFTWARE DEVELOPMENT. PROJECT MANAGEMENT.
CONSTRUCTION ERP. TRAINING. SHOP DRAWING. QUANTITY SURVEY. QUALITY CONTROL

S & R CONSULTANTS

To

MERVIN AUGUSTINE

Subject: Letter of Appointment

We are pleased to offer you employment on our company in the capacity of the Site Engineer, starting of employment on 23/06/2016. You will be on probationary period of 3 months duration and further changes depend upon your performance.

We are pleased that you will be working with our office and look forward to your success.

Thanking you.

Yours sincerely,

Reji Zachariah., B.Tech, M.S., IIT-Chennai

Chief Engineer
S&R consultants

Kochi
20th June 2016



True Copy Attested

Sunny Joseph Kalayathankal
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, D.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
PO. 679 531



Ref: GPL:HYD:SW:HR:15:16
November 13th, 2016

Mr. T. Midhun
Thalassery House,
Po:-Nhamanghat, Thrissur
Kerala.
Mobile: -9447343300
Email:- midhunt94@gmail.com

Dear Mr. Midhun,

Sub: Offer of Appointment.

This has reference to your resume and the subsequent interview you had with us, we are glad to offer you the position of **"Site Engineer (Highway)"** for our ROAD PROJECTS of VARANASI in the Sections of NH-233 (Varanasi to Azamgarh) and NH-56 (Varanasi to Sultanpur) in the State of Uttar Pradesh, as per the terms and conditions as discussed and as agreed upon at the time of interview.

The Total remuneration is of Rs. 16,000/- (Rupees Sixteen Thousand only) per month + undetached accommodation at site.

The detailed appointment order along with the break-up of the gross emoluments shall be provided to you on joining in the Company.

You are required to report for duty at our Project Office, Varanasi to the Vice President (Projects), Mr. M.V. Suresh, on or before 20th November, 2016. For further information Contact Mr. Varma, Mobile No. 07887223356.

This offer letter is valid till 20th November, 2016. The following Documents are to be submitted at the time of your Joining.

01. Copies of Educational Certificates with proof of originals (Originals will be returned back to you immediately after verification of the photo copies).
02. ID Proof, (Aadhar Card, Ration Card any one)
03. Latest Pay Slip of your previous Employment.
04. Relieving Letter from your previous Employment.
05. PAN Card copy.
06. Passport Size Photos3 nos.

You are requested to sign on the duplicate copy of this letter as token of acceptance of our above offer and let us know the exact date of your reporting.

For GAYATRI PROJECTS LTD.

True Copy Attested

Vice-President (Projects)

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

I accept the above conditions of this offer

Regional Office : Gayatri Projects Limited, Beside Kashi Krishak Inter College, Koraiput (Village), Haraha (Post) Varanasi-221105, Uttar Pradesh

Tel: +91 5422624045/4046. E-mail: info@vns@gayatri.co.in, viswasureshm1@gmail.com. www.gayatri.co.in

Head Office : Gayatri Projects Limited, B-3-3-1090, TSR Towers, Rajbhavan Road, Somajiguda, Hyderabad 500 082, Telangana

Tel: +91 40 2334 0220/4284/4285. Fax: +91 40 2330 8435. E-mail: gplhyd@gayatri.co.in, info@gayatri.co.in

AH/HR/PER/01/02/18
05 February 2018

TO WHOMSOEVER IT MAY CONCERN

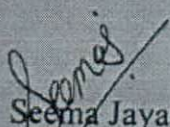
This is to certify that Ms. Roshan Anna Kurian was working in the Project department of our Organization from 25th May 2016 to 29th January 2018. With reference to her resignation letter dated 28th December 2017 and accepting the same, she was relieved from her duties and services on 29th January 2018 and we have no objection in joining her in any other organization.

We confirm that her designation at the time of relieving was Site Engineer.

She resigned from our Organization on her own accord and we wish her all success in her future endeavors.

Thanking You
Yours truly,

For Asset Homes Pvt Ltd


Seema Jayadevan
Sr. Manager – HR & Admin

True Copy Attached




SUNNY JOSEPH KALAYATHANKAL
M.Tech. & M.Sc. (Mech. E & O)
Ph.D (Computer System, P.L. (maths))
Faculty
Jyothish Engineering College
Cheruvu, P.O. No. 681004

15.10.2018

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms. Swethana Baby Alappatt** is working in our organisation as **“Trainee Site Engineer”** from September 2016 to March 2017 and as **“Quantity Surveyor”** since April 2017. During this period she is found to be honest, precise and hard working. Her performance during this period was satisfactory.

We wish success in her career and a bright future.

Thanking You.


True Copy Attested

Yours faithfully

TEKTON BUILDERS & CONTRACTORS


General Manager




Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

RPMC/HR/TR/0022
20/02/2017

**Ms. Bency Joy
Manjakkad(H)
Shoranur (P.O)
Palakkad-679121**

Strictly Confidential

Dear Ms. Bency Joy

Further to the interview you had with us, we are pleased to inform you that you have been selected as "Trainee Engineer" at Rightedge Infrastructures Pvt. Limited, Kochi with effect from 20th Feb 2017.

1. Your training will be at.HO However you may be transferred to anywhere in India, if circumstances so necessitate to continue training on the same terms and conditions.
2. The training will be for a period of one year from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
3. You will be paid a stipend of Rs.10, 000/- during the period of your training.
4. Your training period will commence from the date of your joining.
5. During this period, services may be terminated by either party by giving fifteen days written notice to other party or fifteen days stipend in lieu thereof without assigning any reason.

As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.


Yours truly

For **RIGHTEDGE INFRASTRUCTURES Pvt. LTD**

True Copy Attested

Girish .S
GM-Projects




Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

CIN:U74140KL2010PTC026587

RIGHTEDGE INFRASTRUCTURES PVT. LTD.

1st Floor, Asher Building, Convent Road, Ponnurunni, Vyttila, Cochin - 682 019

T/F : +91 484 2305928 E : info@rightedgepmc.com W : www.rightedge.co.in



THRISSUR BUILDERS PRIVATE LIMITED

Machingal Lane / Thrissur-1 / Kerala / India / Ph: 0487- 2336652 / 53 / Fax: 0487-2336652

CIN: U45201KL1997PTC011783

E-mail: thrissurblders@yahoo.com / Web: www.tbpl.in

Lr.NoTBPL/ADMIN/2017

01.02.2017

To: M^{rs}. Bency Joy
Chammakkattu House,
Manjakkad
Shoranur P O
Palakkad - 679121

Dear M^{rs}. Bency Joy

APPOINTMENT ORDER

With reference your application dated 19.01.2017, we are pleased to appoint you as Site Co-ordinator in our Organization with effect from 01.02.2017, on the following terms and conditions.

1. Reporting: You shall be based at TBPL CANDELA and will be reporting to the Site in Charge. Your appointment will be subject to satisfactory references.
2. Compensation and benefits:
You will be paid a consolidated salary of Rs.7,000/- (Rupees Seven Thousand only) per month, subject to statutory deductions viz. TDS, PF, ESI, etc., (PF/ESI will be applicable on completion of probation).
3. Probation:
Initially you will be on probation for a period of six months. This period may be lessened or extended depending on the evaluation of the management about your performance .
4. Confirmation:
On satisfactory completion of probation your services will be confirmed. After confirmation, in case, at any time you opt to resign and leave the company for any reason, you will be required to give one month notice.
5. Your services are liable to be transferred at the absolute discretion of the Management, part time or whole time to any of our sites/departments.

Your services are liable to be terminated immediately without any notice if in the opinion of the Organization you are found guilty of breach of any of the above clauses, insubordination, gross negligence of duty or dishonesty. The decision of the Organization or its Officers shall be final and conclusive in this regard and you shall not raise any dispute relating to the same.

Dr. SUNNY
M.Tech.
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

493-R

- 6. While in our employment, you shall not accept any other employment whatsoever either for remuneration or otherwise, nor you shall directly or indirectly engage yourself in any trade, business or occupation whatsoever and you shall devote your full time and energy in discharging your duties faithfully, Sincerely, efficiently and diligently in our company and to best of your ability and make best efforts to use your knowledge and skills in continuation and development of the company and its business activities.
- 7. You shall be regular in your attendance and diligent in your duties and shall not refuse the work assigned to you from time to time.
- 8. You shall provide your residential address to the Organization and any change in your residential address shall be properly communicated to the Organization.

The Organization reserves the right to amend all or any of the aforesaid terms and conditions or introduce any new Terms and Conditions from time to time at the sole discretion of the Management.

This appointment letter is subject to our satisfactory verification of your credentials, and if it is found at any time that you have made any false statement or suppressed any material information, this will stand automatically withdrawn.

Please return the duplicate copy of this appointment letter duly signed by you as a token of your acceptance of the aforesaid Terms and Conditions governing your employment

We would like to take this opportunity to welcome you to our organization and trust your association with us will be mutually beneficial to us.

Yours faithfully,
For Thrissur Builders Private Limited,



T. Bindu
Executive Director

I agree to accept the employment on the terms and conditions mentioned here in above and shall report for duty on 01.02.2017

True Copy Attested

Signature of Employee

MS




DR. SUNNY JOSEPH KALAYATHAN
M. Tech
Ph.D (Comp)

Jyothi Engineering
Cheruthuruthy

RPMC/HR/TR/0020
20/2/2017

Ms. Dency V John,
Vertiyedathuparambil (H),
Chelakkara P.O.,
Thrissur

Strictly Confidential

Dear Ms. Dency V John,

Further to the interview you had with us, we are pleased to inform you that you have been selected as "Trainee Engineer" at Rightedge Infrastructures Pvt. Limited, Kochi with effect from 20th Feb 2017.

1. Your training will be at HO. However you may be transferred anywhere in India, if circumstances so necessitate to continue training on the same terms and conditions.
2. The training will be for a period of one year from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
3. You will be paid a stipend of Rs. 10, 000/- during the period of your training.
4. Your training period will commence from the date of your joining.
5. During this period, services may be terminated by either party by giving fifteen days written notice to other party or fifteen days stipend in lieu thereof without assigning any reason.

As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.

Yours truly

For **RIGHTEDGE INFRASTRUCTURES Pvt. LTD**


Reji M Jacob
Managing Director

Acceptance

I have carefully read and understood the terms and conditions mentioned in this appointment letter. I hereby accept these terms and conditions. Further, I hereby undertake that I shall strictly abide by all rules and regulations as communicated by the Company from time to time. As desired, I shall join Rightedge Infrastructures Limited, Kochi on... 20-02-2017

Place... Vyttila.....

Date... 20-02-2017


Dr. SUNDEEP SUNIL JOSEPH, I. J. VATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)

Name: Dency V. John

Jyothi Engineering College
Cheruluruthy P.O. - 679 531

CIN:U74140KL2010PTIC026587

RIGHTEDGE INFRASTRUCTURES PVT. LTD.

1st Floor, Asher Building, Convent Road, Ponnuranni, Vyttila, Cochin - 682 019

T/F: +91 484 2305928 E: info@rightedgepmc.com W: www.rightedge.co.in



Appointment Order

23-06-2017

To,

Sri. Jithin T.J.
 ThattilThekkumbath (House),
 Viyyur (PO)
 Thrissur.

We are pleased to inform you that subsequent to the interview conducted on 20.06.2017 you are being selected as **Site Engineer** for the projects we have undertaken with various Departments. The terms and Conditions are as follows.

- Probation period : 2 Months
- Consolidated Salary : Rs. 12000/- per month
- Accommodation (if required) : Free
- Weekly Holiday : Sunday
- Casual leave : 1 day per month
(Minimum 20 attendance required)
- Yearly increment : Negotiable.

Salary shall be disbursed through Bank account only. Kindly communicate us your Bank Account details at the earliest.

This order is in duplicate and one signed copy shall be returned to us as a token of acceptance.

With Regards,
 V.S. Mytheen

Managing Partner

To report duty on 27th June 2017

original certificate of +2 deposited.

23/6/17

Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc. (Ed), Ed
 Ph.D (Computer Science) (Ed Maths)

Jyothi Engineering College
 Changanassery

True Copy Attested

RPMC/HR/TR/0023
20/02/2017

Ms. Maria Rose Jose
Mookken(H)
Pazhamukkangadi (P.O)
Palakkad-679121

Strictly Confidential

Dear Ms. Maria Rose Jose

Further to the interview you had with us, we are pleased to inform you that you have been selected as "Trainee Engineer" at Rightedge Infrastructures Pvt. Limited, Kochi with effect from 20th Feb 2017.

1. Your training will be at.HO However you may be transferred to anywhere in India, if circumstances so necessitate to continue training on the same terms and conditions.
2. The training will be for a period of one year from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
3. You will be paid a stipend of Rs.10, 000/- during the period of your training.
4. Your training period will commence from the date of your joining.
5. During this period, services may be terminated by either party by giving fifteen days written notice to other party or fifteen days stipend in lieu thereof without assigning any reason.

As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.


Yours truly

For RIGHTEDGE INFRASTRUCTURES Pvt. LTD

True Copy Attested


Girish S.
GM -Projects




Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

RPMC/HR/TR/0024

CIN:U74140KL2010PTC026587

RIGHTEDGE INFRASTRUCTURES PVT. LTD.

1st Floor, Asher Building, Convent Road, Ponnurruni, Vyttila, Cochin - 682 019
T/F : +91 484 2305928 E : info@rightedgepmc.com W : www.rightedge.co.in

RPMC/HR/TR/0024
20/02/2017

Ms. Shalna Mohammed Ali T
Thadathil(H)
Kanayam(po)
Palakkad- 679122

Strictly Confidential

Dear Ms. Shalna Mohammed Ali T

Further to the interview you had with us, we are pleased to inform you that you have been selected as "Trainee Engineer" at Rightedge Infrastructures Pvt. Limited, Kochi with effect from 20th Feb 2017.

1. Your training will be at.HO However you may be transferred to anywhere in India, if circumstances so necessitate to continue training on the same terms and conditions.
2. The training will be for a period of one year from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
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5. During this period, services may be terminated by either party by giving fifteen days written notice to other party or fifteen days stipend in lieu thereof without assigning any reason.


As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.

Yours truly

True Copy Attested

For **RIGHTEDGE INFRASTRUCTURES Pvt. LTD**


Grish .S
GM -Projects



Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

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T/F : +91 484 2305928 E : info@rightedgepmc.com W : www.rightedge.co.in

RPMC/HR/TR/0021
20/02/2017

Ms. Silvi K.S
Kaloor(H)
Thalikullam (P.O)
Thrissur-680569

Strictly Confidential

Dear Ms. Silvi K.S

Further to the interview you had with us, we are pleased to inform you that you have been selected as "Trainee Engineer" at Rightedge Infrastructures Pvt. Limited, Kochi with effect from 20th Feb 2017.

1. Your training will be at.HO However you may be transferred to anywhere in India, if circumstances so necessitate to continue training on the same terms and conditions.
2. The training will be for a period of one year from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
3. You will be paid a stipend of Rs.10, 000/- during the period of your training.
4. Your training period will commence from the date of your joining.
5. During this period, services may be terminated by either party by giving fifteen days written notice to other party or fifteen days stipend in lieu thereof without assigning any reason.


As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.


Yours truly

True Copy Attested

For RIGHTEDGE INFRASTRUCTURES Pvt. LTD


Girish S
GM -Projects




Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531

CIN:U74140KL2010PTC026587

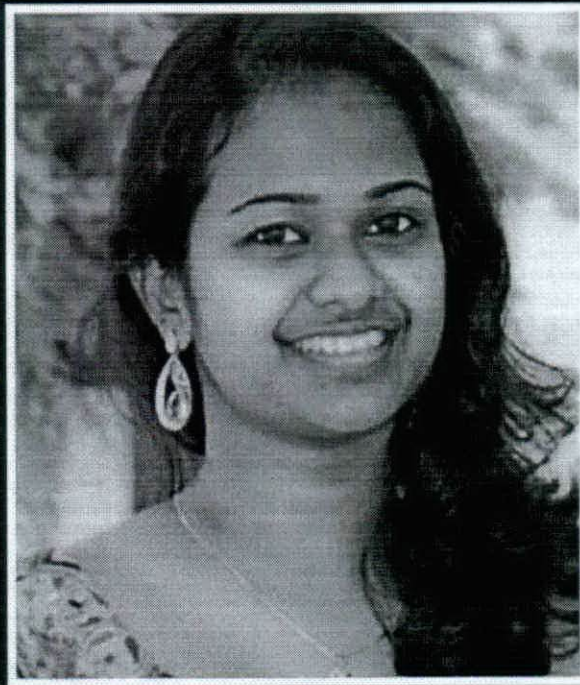
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T/F : +91 484 2305928 E : info@rightedgepmc.com W : www.rightedge.co.in



UIT GROUP INTERNATIONAL

UAE | INDIA



Aswathy Venugopal
Manager

UIT 424

True Copy Attested



Aswathy



CADD CENTRE Mepotech
Dr. SUNNY JOSEPH RAJA SATHANARAYAN
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Mepotech Engineering College
Cheruthuruthy P.O.-679 531

425 -R

UIT**UIT GROUP INTERNATIONAL****UIT GROUP INTERNATIONAL**

4th Floor, City Centre, Thrissur-1
 Corp. Office : Burjuman Metro Exit 4 - Dubai
 Email : uitoperationhead@gmail.com
 Ph : 9847364068

14TH JUNE 2016**OFFER OF EMPLOYMENT**

Dear Ms. ASWATHY VENUGOPAL

We are pleased to offer employment to you with effective from 14th June 2016 at CADD Centre, City Centre, Thrissur.

Congratulations and welcome aboard.

The terms and conditions of employment are as follows:

Designation : Jn. CADD Engineer
 Probation : 2 Months
 Salary : 8000/-

Working hours from 9 am to 5.30 pm

You will be posted at any of our offices should such a need arise in future. You will be governed by the service rules of the company as may be applicable to you from time to time. Staffs who wish to resign after 1 year of employment with us need to notify one month prior to resignation and are responsible to handling over the knowledge dutifully to whosoever concerned.

You agree and accept not to join any company involved in similar or competing business directly or indirectly for 3 months from the date of relieving from your services. You also agree to remain with us 1 year from date of joining.

True Copy Attested

Have a rewarding career at UIT!

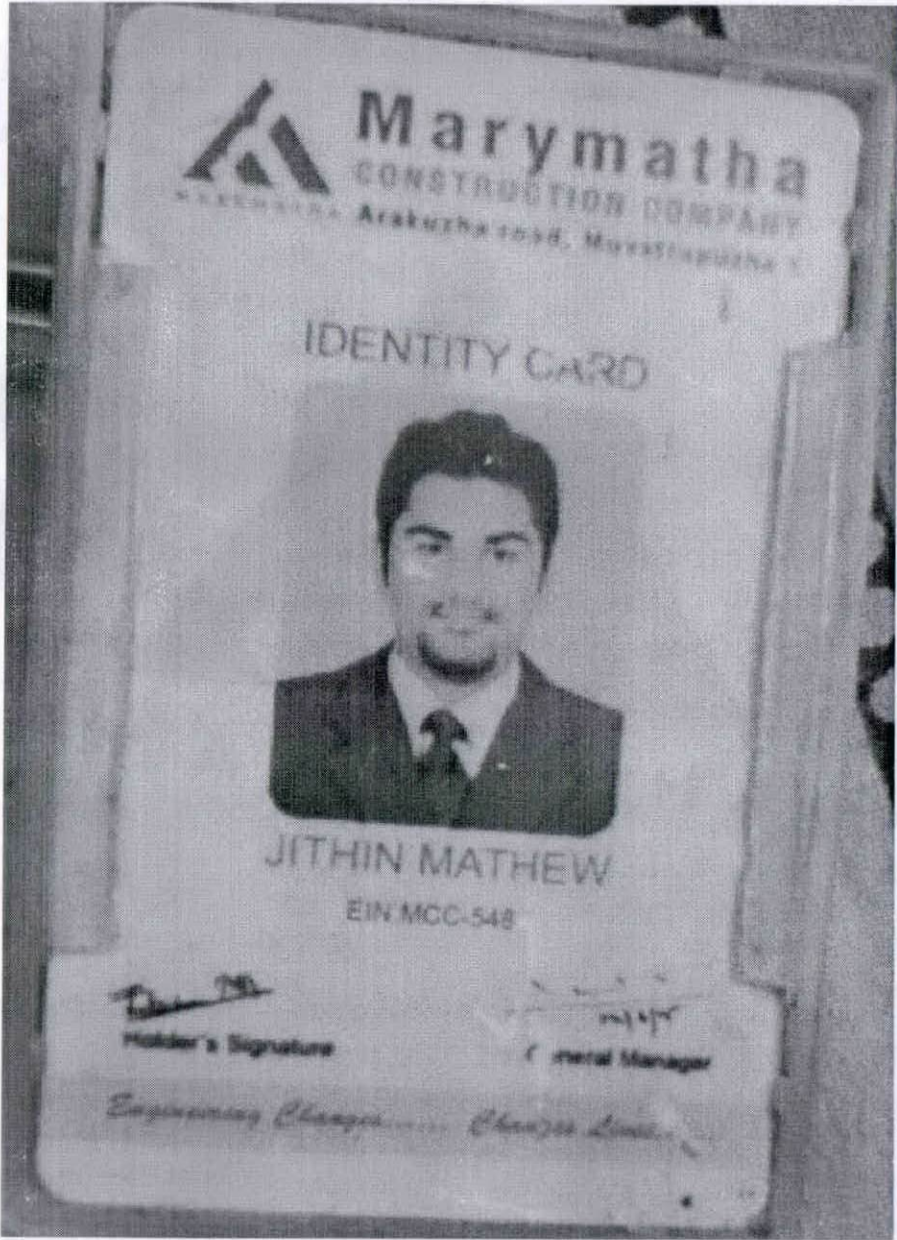
Yours sincerely,



Rakhi Haridas
 Centre Manager
 UIT Group Internatioanal

Sunny
 Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc, M.Phil, B.Ed
 Ph.D (Computer Science), Ph.D (Maths)
 PRINCIPAL
 Jyothi Engineering College
 Cheruthuruthy P.O.- 679 531

187.2



True Copy Attested

James

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



VIDCKO CONSTRUCTIONS

S 32, MUNICIPAL HI-TECH SHOPPING COMPLEX
PERINTHALMANNA
04933227917

16/05/2016

Jithin Chacko
Kovelil
Pariyapuram P.O
angadipuram
Malappuram Dist.

RE: JOB OFFER

Dear Jithin Chacko:

On behalf of Vidcko Constructions, I am pleased to offer you the position of Site Engineer. Your total annual salary shall be Rs. 180,000 paid monthly on the 15th of each month. Your initial appointment shall commence on 30/05/2016.

The Site Engineer is a member of the Execution Team. You will report directly to the Project Manager. Your service in this capacity is subject to an annual review and reappointment in accordance with our policies.

In this position, you will be eligible to receive benefits with Vidcko Constructions. If you have any benefits questions, do not hesitate to contact us.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Vidcko Constructions.

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter to me no later than 30/05/2016. A copy of this letter is enclosed for your records.

Vidcko Constructions is honored to offer you this position and hope that you will accept this job offer and look forward to working with you. Feel free to contact me directly if you have any questions or concerns.

True Copy Attested

Sincerely,

Sabu Varghese, Project Manager

VIDCKO CONSTRUCTIONS

S 32, MUNICIPAL HI-TECH SHOPPING COMPLEX
PERINTHALMANNA - 679 322
MALAPPURAM DIST., KERALA
Phone: 04933 227917

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Kochi Engineering College



John Paul
Trainee Engineer
Project Management Department

Issuing Authority



True Copy Attested

Flowing

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil & Ph.D
Ph.D (Computer Science - Ph.D. Studies)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. Ernakulam

12/09/11

Nov 25, 2016

Offer ID : 173997
PRIYATHA MATHEW
M6-41, Kattikkana (h),
KSHB Colony, Malaparamba P.O.,
Kozhikode, 673009
Kerala, India

Dear PRIYATHA MATHEW,

On behalf of MAGNA INFOTECH (A Division of Qess Corp Limited), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **Technical Analyst** in our organization. Your joining date will be **Nov 30, 2016**.

On the first day of the employment, please report to:

ANZ IT
ANZ IT Bangalore
Reporting Time : 7:00 AM

You will be paid a annual salary(CTC) of Rs. 3,00,000. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

MAGNA INFOTECH (A Division of Qess Corp Limited)
Attn: HR S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road,
S. G. Palya, D.R. College Post, Kormangala, Bangalore - 560 029

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,

Approved By: Ramprasad M
Delivery Lead
ramprasad.m@magna.in

Created By: Rushmi Das
Consultant
rushmi.das@magna.in

True Copy Attested

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be Rs. 300000 and its composition will be as follows:

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	12500.00	150000
House Rent Allowance	5000.00	60000
Transport Allowance	1600.00	19200
Medical Allowance	1250.00	15000
Statutory Bonus	600.00	7200
Special Allowance	1799.25	21591
Gross Salary	22749.25	272991
Company's Contribution to PF	1500.00	18000
Leave Encashment	750.75	9009
Total CTC	25000.00	300000
Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

Ramprasad M

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

The salary will be processed on the 7th workday of each month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The Annual Salary will be made available electronically.

Salary will be disbursed on receipt of your PAN card number.

TIME SHEETS:

You shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Magna Infotech (A Division of Qess Corp Limited),
Attn: HR, SR Infotech Complex, No. 5/4-2, Thavarekere Main Road, S.G.Palya, D.R. College Post, Bengaluru, Karnataka - 560029

Delay in processing the submitted time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

GROUP MEDICLAIM INSURANCE:

You and your approved dependent family members are eligible to enroll in Company's Group Mediclaim Insurance Policy. The annual premium as applicable will be deducted from your first month salary.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the Nov 30, 2016 shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of Technical Analyst and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to one paid leave for each full month of your service. Leaves cannot be encashed. A maximum of 12 leaves can be accumulated at any given point of time.

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), which you acquire or create during the term of your services with the Company and that such Proprietary Material is the sole property of the Company and its clients, and you shall not disclose such information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material") to any third party, in any manner, at any time, at the Company facilities, or with the Company property or personnel. You will

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D.(Computer Science), Ph.D.(Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of eighteen (18) months after termination of your services with the Company, you:

- Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- Will not directly or indirectly solicit or lure or cause others to solicit or hire any other employee of the Company.
- Will refrain from doing any sort of business for any kind or any purpose with the list of Magna clients with which you were engaged with while you were employed with Magna.
- Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Hyderabad, Andhra Pradesh, India.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 15 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 15 days, calculated on the basis of the last basic salary.

RESIGNATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 15 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access ID card, documents, machines, data, files and books etc., in your possession in good condition to the management of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

True Copy Attested

asw
Dr. SUNIL JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Cheruvu P.O. - 679 531

EUREKA FORBES

Your friend for life

Dear Mr./Ms. **RADWIN RAPHEL**

Date: **22/2/16**

**CONGRATULATIONS
WELCOME TO THE FAMILY OF EUREKA FORBES**

With reference to our invitation and the subsequent interview you had, we are pleased to offer you the position of Professional Sales Trainee in our Direct Sales Division.

You are requested to report on...**01/02/16**.....to our CRC for your induction at the following address.

Please bring along the following documents to enable us to process your appointment with us:

- 02 reference letters from well-known citizens (other than your relatives or your teachers) vouching your character and conduct.
- 03 stamp size colour photographs (with neck-tie) and 06 passport size photographs.
- 01 family photograph to be submitted to ESIC.
- Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
- Blood group certificate.
- Copy of your election card / passport / family ration card / Adhar card
- Relieving letter from the previous employer.
- Copy of PAN card.
- Copy of your Bank Passbook & one leaf of your cheque duly cancelled.
- Residence proof (Temp & Permanent) for records.

True Copy Attested

Please come formally dressed with neck tie.

With best wishes


Sujith P.S
 Area Head / Human Resources
 EUREKA FORBES LTD., KOCHI.
 Mob : 9995237315
 sujith.ps@eurekaforbes.com

9632866095


Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc, M.Phil, B.Ed
 Ph.D (Computer Science), Ph.D (Maths)
 PRINCIPAL
 Jyothi Engineering College
 Cheruthuruthy P.O. - 679 531

Area Office : Door No.32/1787-A5, Tutus Tower, NH 47 Bypass Road, Padivattom
Cochin - 682024, Ph : 0484-3208718

July 14, 2016

Admission to HCL TSS Training Program

Reference ID - HCL/TSS-MAN/0716/1874,

Dear Majes George,

MEKATTUKULAM HOUSE, LITTLE ROAD, P.O AYYANTHOLE
THRISSUR, KERALA

HCL Training & Staffing Services Private Limited (HCL TSS/Company). (hereinafter referred to as "Company") is pleased to offer you an admission into the **6 months training program** (Training Program) commencing on **July 29th, 2016** at location **HCL TSS Manesar Training Center**.

The 6 months training comprises of first 3 months Class Room Training and next 3 months of Professional Practice Training. You will be paid **Rs. 5000 per month** for the period of the Professional Practice Term as out of pocket expenses. Your enrollment to the Training Program is subject to the terms and condition as laid down below:

- a) You need to deposit the program fees of **INR 2, 50,000/-**, the break up for the same: Initial fee for seat reservation is **INR 50,000** to be paid within 3 days of receiving the offer of admission. Balance Fees **INR 2, 00,000** on or before the batch registration date in HCL TSS Manesar Training center. *Includes all current applicable taxes.
- b) Submission and verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

True Copy Attested

On successful completion of the Training Program, the Company will offer you suitable employment with **HCL Group**, which for the purpose of this agreement shall include **HCL TSS/HCL Technologies** with annual CTC (Cost to Company) of **INR 2.5 Lakhs**, comprising salary and all benefits.

Please note that this offer is provisional and subject to payment of the Training Program charges by you, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

This letter supersedes all past communications on this subject.

DR. SURESH JOSEPH KALATHANIKAL
MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

amk

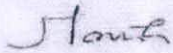
HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 80G, Siddharth, 96 Nehru Place, New Delhi- 110019, INDIA
www.hcltss.com

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it to us at offers-tss@hcl.com within 3 working days of the receipt of this letter/communication.

The details terms and condition of admission to this Training Program is outlined in **Annexure 1**.

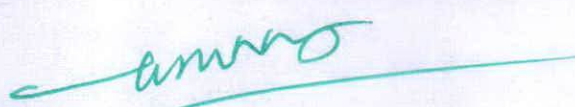
Welcome to HCL TSS!

With Best Wishes



Manish Dev
Admissions Office
Manesar Training Centre

True Copy Attested



Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

HCL

Joe Mathew

Jul 2 (10 days ago)

to me

----- Forwarded message -----
From: "RedBean HR" <hr@redbeaninc.com>
Date: 30-May-2016 8:04 pm
Subject: Offer Letter & Joining Date
To: <joemathewalappatt@gmail.com>
Cc: <vipin@redbeaninc.com>

Dear Mr. Joe Mathew,

Greetings from RedBean Technologies!!

As per our discussion, we are offering you the position of iOS developer with our company, and your job offer letter will be given to you on the date of your joining, i.e. **01-06-2015**

Your salary will be Rs. 15,000/- take home and your training period and details will be discussed to you on the day of joining.

Please find below some of the documents (copies) that we would require you to submit along with our copy of the offer and acceptance letter,

- Educational Credentials : college certificate, 10th or 12th mark sheets etc.
- Previous Employer's offer, experience and relieving letters
- 2 passport Size photographs
- Residential Address Proof & ID Proof
- Copy of your Pan Card

True Copy Attested

Kindly confirm your acceptance of the joining date by replying to this mail.

Offer will be void if candidate is doesn't show up on the joining date

Thanks & Best Regards,
Lavanya Krishnan | HR Manager
Office: +91 444 323 5500
RedBean Technologies Pvt. Ltd.
#758, 1C, 1st Floor, Mount Chambers, Anna Salai, Chennai, 600 002

Lavanya
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



Swapna Sasi <swapna@jecc.ac.in>

Fwd: Offer Letter & Joining Date

2 messages

Anil Antony <anil@jecc.ac.in>

Sat, Jul 2, 2016 at 3:06 PM

To: Aneesh Chandran <aneesh@jecc.ac.in>, Swapna Sasi <swapna@jecc.ac.in>

offer letter of Joe Mathew

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

From: **Joe Mathew** <joemathewalappatt@gmail.com>

Date: Sat, Jul 2, 2016 at 12:12 PM

Subject: Fwd: Offer Letter & Joining Date

To: anil@jecc.ac.in

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

From: "RedBean HR" <hr@redbeaninc.com>

Date: 30-May-2016 8:04 pm

Subject: Offer Letter & Joining Date

To: <joemathewalappatt@gmail.com>

Cc: <vipin@redbeaninc.com>

Dear Mr. Joe Mathew,

Greetings from RedBean Technologies!!

As per our discussion, we are offering you the position of iOS developer with our company, and your job offer letter will be given to you on the date of your joining, i.e. **01-06-2015**

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True Copy Attested

- Educational Credentials : college certificate, 10th or 12th mark sheets etc.
- Previous Employer's offer, experience and reliving letters *amano*
- 2 passport Size photographs
- Residential Address Proof & ID Proof
- Copy of your Pan Card

Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc, M.Phil, B.Ed
 Ph.D (Computer Science), Ph.D (Maths)
 PRINCIPAL
 Jyothi Engineering College
 Cheruthuruthy P.O.- 679 531

2/28/2019

Jyothi Engineering College Mail - Fwd: Offer Letter & Joining Date

Kindly confirm your acceptance of the joining date by replying to this mail.

Offer will be void if candidate is doesn't show up on the joining date

Thanks & Best Regards,

Lavanya Krishnan | HR Manager

Office: +91 444 323 5500

RedBean Technologies Pvt. Ltd.

#758, 1C, 1st Floor, Mount Chambers, Anna Salai, Chennai - 600 002

--
Anil Antony
Asst. Professor
Dept. of Computer Science & Engg.
Jyothi Engg. College
Cheruthuruthy

Anil Antony <anil@jecc.ac.in>
To: Aneesh Chandran <aneesh@jecc.ac.in>, Swapna Sasi <swapna@jecc.ac.in>

Thu, Feb 28, 2019 at 12:15 PM

----- Forwarded message -----
From: "Joe Mathew" <joemathewalappatt@gmail.com>
Date: Jul 2, 2016 12:12 PM
Subject: Fwd: Offer Letter & Joining Date
To: <anil@jecc.ac.in>
Cc:

----- Forwarded message -----
From: "RedBean HR" <hr@redbeaninc.com>
Date: 30-May-2016 8:04 pm
Subject: Offer Letter & Joining Date
To: <joemathewalappatt@gmail.com>
Cc: <vipin@redbeaninc.com>

Dear Mr. Joe Mathew,

Greetings from RedBean Technologies!!

As per our discussion, we are offering you the position of iOS developer with our company, and your job offer letter will be given to you on the date of your joining, i.e. 01-06-2015

Your salary will be Rs. 15,000/- take home and your training period and details will be discussed to you on the day of joining.

True Copy Attested

Sunny Joseph Kalayathankal
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Please submit copies of the documents (copies) that we would require you to submit along with our copy of the

2/28/2019

Jyothi Engineering College Mail - Fwd: Offer Letter & Joining Date

- Educational Credentials : college certificate, 10th or 12th mark sheets etc.
- Previous Employer's offer, experience and relieving letters
- 2 passport Size photographs
- Residential Address Proof & ID Proof
- Copy of your Pan Card

Kindly confirm your acceptance of the joining date by replying to this mail.

Offer will be void if candidate is doesn't show up on the joining date

Thanks & Best Regards,


Lavanya Krishnan | HR Manager

Office: +91 444 323 5500

RedBean Technologies Pvt. Ltd.

#758, 1C, 1st Floor, Mount Chambers, Anna Salai, Chennai - 600 002

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

9

SERVICE STACK TECHNOLOGIES PRIVATE LIMITED
BUILDING NO : 37/176, 13, SOORYA ENCLAVE - 9D,
KADAVANTHRA, KOCHI - 682020, Kerala, INDIA
Tel - +91 78 754 40942 , Email- info@servicestack.io
www.servicestack.io



February 5, 2017

Dear Joseph,

This is regarding our Offer of Employment to you. With reference to the same, mentioned below are the details of your joining the Company:

1. Date of Joining: February 6, 2017
2. Location: Chertala Infopark, Pallipuram Thycattussery Road,
Kelamangalam, Pallipuram, Kerala 688541
3. Designation: Test Analyst

Please do confirm your acceptance of the offer on email. We look forward to working with you at Service Stack Technologies Private Limited.

True Copy Attested

Yours sincerely,

VIPIN KUMAR
MANAGING DIRECTOR.


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



Dear Mr./Ms. **J U S T I N P A U L M**

Date: **27/2/2016.**

**CONGRATULATIONS
WELCOME TO THE FAMILY OF EUREKA FORBES**

With reference to our invitation and the subsequent interview you had, we are pleased to offer you the position of Professional Sales Trainee in our Direct Sales Division.

You are requested to report on...**1/7/2016**...to our CRC for your induction at the following address.

Please bring along the following documents to enable us to process your appointment with us:

- 02 reference letters from well-known citizens (other than your relatives or your teachers) vouching your character and conduct.
- 03 stamp size colour photographs (with neck-tie) and 06 passport size photographs.
- 01 family photograph to be submitted to ESIC.
- Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
- Blood group certificate.
- Copy of your election card / passport / family ration card / Adhar card
- Relieving letter from the previous employer.
- Copy of PAN card.
- Copy of your Bank Passbook & one leaf of your cheque duly cancelled.
- Residence proof (Temp & Permanent) for records.

True Copy Attested

ammy

Please come formally dressed with neck tie.
With best wishes

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Sujith P.S
Area Head - Human Resources
EUREKA FORBES LTD., KOCHI.
Mob : 9995237315
sujith.ps@eurekaforbes.com

9387 479808

Area Office : Door No.32/1787-A5, Tutus Tower, NH 47 Bypass Road, Padivattom
Cochin - 682024, Ph : 0484-3208718

SLK SOFTWARE

Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921



Date: 28/Jan/2016

Full Name: LEENAT CHACKO.C

Dear Leenat

Congratulations!! We welcome you to join the team having vision to excel.

We have pleasure in offering to hire you to the position of a "Trainee – Software", subject to the terms of this offer.

Your annual compensation (CTC) will be as given below.

- Rs.2,40,000/- (Rupees Two Lakh Fourty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.


You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company. In the normal course this will vary between 0-3 months of the completion of your course.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s) and education qualification. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,


Murthy R K
General Manager-HRM


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Encl. 1. List of documents required at the time of joining SLK Software
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

I agree & accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

()

3/5/2019

Gmail - Your Joining at L&T Infotech Mahape office Navi Mumbai- 03rd July, 2017

7



Indhu Ashok <indhuashok94@gmail.com>

Your Joining at L&T Infotech Mahape office Navi Mumbai- 03rd July, 2017

Campbuzz <Campbuzz@Intinfotech.com>

Wed, Jun 28, 2017 at 11:40 AM

Dear Candidate,

Greetings from L&T Infotech!!!

We are pleased to inform you that your training is scheduled to commence from Monday, 03rd July, 2017 at our Mahape office.

Please plan to report for joining formalities/verification of testimonials on 03rd July 20, 2017 at 8:30 am at the below mentioned address:

L&T Infotech

Plot No- EL200,
TTC Electronic Zone,
Shil-Mahape Road,

Ghansoli, Navi Mumbai - 400 710
T +91 22 6795 4545
F +91 22 2761 2580

Request you to refer the following documents attached with this mail as per instructions given below:

Sr. No.	Instruction	Document to Refer
1	Important Details	<u>Document 1 (Joining Instructions)</u>
2	Documents to be carried on Joining Day	<u>Document 2 (Documents to be carried on joining day)</u>
3	Fitness Certificate	<u>Document 3 (Fitness Certificate)</u>
4	Service Agreements & Annexure	<u>Document 4 (Instructions for Service Agreements & Annexure)</u>
5	Security Information	<u>Document 8 (Security Information)</u>

True Copy Attested

Aswini

KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531

Please note:

i. Do not to scan from camscanner or any other application we want clear scanned copy.

3/5/2019

Gmail - Your Joining at L&T Infotech Mahape office Navi Mumbai- 03rd July, 2017

ii. There is no company accommodation available.

Important Details:

- Ø We will not be able to entertain any requests of rescheduling the joining date.
- Ø Kindly upload scan copies of all your documents on our Campbuzz Portal (<https://campbuzz.lntinfotech.com>)
- Ø DO NOT forward this mail to other candidates

Urgent & Important:

All B.E-B.Tech only for Non-Engineers it is not applicable.

Candidates have to register under Apprenticeship scheme of BOAT(WR). Request you to follow <http://www.mhrdnats.gov.in> and follow the below sequence

1. Click on "Register" tab
2. Register yourself as a Student
3. Fill in the mandatory Details, please select city of your location and enroll yourself under Apprenticeship Act
4. After completion of registration, you will receive an "Enrollment Number" with a "PASSWORD". Please make a note of it and carry the details with you on the day of joining

In case of any further queries (please do not reply to this email id for any queries or clarifications), kindly post the same on campbuzz@lntinfotech.com

Wishing you all the best & Looking forward to meet you.

Thanks & Warm Regards,

Campus Recruitment Team

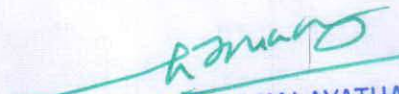
Hamid Batliwala

022-67766160

L&T Infotech


www.lntinfotech.com

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system. L&T Infotech will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in this e-mail"

3 attachments

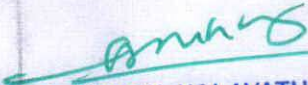
 Joining Documents & Instructions.zip
1268K

3/5/2019

Gmail - Your Joining at L&T Infotech Mahape office Navi Mumbai- 03rd July, 2017

Eligibility Criteria & Self Declaration form_Year 2016 Off-Campus Hiring....pdf
60K

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

11-07-2016

3

Arun Rappal C

ST192

Subject: Appointment for post of Software Engineer Trainee

Dear Mr. Arun,

We are pleased to offer you, the position of Software Engineer Trainee with Appscook Technologies on the following terms and conditions:

1. Commencement of internship

Your internship will be effective, as of 18-07-2016

2. Job title

Your job title will be Software Engineer Trainee, and you will report to Ms. Sandra Malliyakal, Software Engineer.

3. Place of posting

You will be posted at Thrissur, Kerala

4. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9:00 AM to 5:00 PM and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

5. Leave/Holidays

5.1 You are entitled to casual leave of 12 days per year.

5.2 The Company shall notify a list of declared holidays in the beginning of each year.

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

7. Clause

10.1 Your internship contract will be for 12 months

10.2 Following the initial training, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

10.3 Certificates will be issued only after the completion of contract period.

10.4 Failing to complete the contract period, they have to refund the paid stipend till date or else certificates will be withheld.

8. Acceptance of our offer

Please confirm your acceptance of this Contract of Internship by signing and returning the duplicate copy.

True Copy Attested

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Kavya M



Arjun Rappai-C
SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D. (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

I have read, understood and accept the terms and conditions of this offer letter. I'm willing to join my duty on 18-07-2016

Name : ARJUN RAPPAI-C

Signature : *Arjun Rappai-C*

Date : 18/7/2016

①

SUTHERLAND
GLOBAL SERVICES

Ref : Applicant No. : Jyothi Engg

Date : 6/5/2016

Dear Ajina Assissi

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai-600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

True Copy Attested

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

[Signature]
Authorized Signatory

[Signature]
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruvu P.O.-679 531

Candidate Acceptance

SLK SOFTWARE

Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

4



Date: 27/1/16

Full Name: ATHIRA . S

Dear Athira,

Congratulations!! We welcome you to join the team having vision to excel.

We have pleasure in offering to hire you to the position of a "Trainee – Software", subject to the terms of this offer.

Your annual compensation (CTC) will be as given below.

- Rs.2,40,000/- (Rupees Two Lakh Fourty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company. In the normal course this will vary between 0-3 months of the completion of your course.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s) and education qualification. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,


Murthy R K
General Manager-HRM

amr
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Encl. 1. List of documents required at the time of joining SLK Software

I agree & accept the terms and conditions of my prospective employment as mentioned above.

Signature:  Date: 27/1/16

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5

EUREKA FORBES
Your friend for life

Dear Mr./Ms. *Betson Antony*

Date: *27/2/2016.*

**CONGRATULATIONS
WELCOME TO THE FAMILY OF EUREKA FORBES**

With reference to our invitation and the subsequent interview you had, we are pleased to offer you the position of Professional Sales Trainee in our Direct Sales Division.

You are requested to report on...*1/6/2016*...to our CRC for your induction at the following address.

Please bring along the following documents to enable us to process your appointment with us :

- 02 reference letters from well-known citizens (other than your relatives or your teachers) vouching your character and conduct.
- 03 stamp size colour photographs (with neck-tie) and 06 passport size photographs.
- 01 family photograph to be submitted to ESIC.
- Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
- Blood group certificate.
- Copy of your election card / passport / family ration card / Adhar card
- Relieving letter from the previous employer.
- Copy of PAN card.
- Copy of your Bank Passbook & one leaf of your cheque duly cancelled.
- Residence proof (Temp & Permanent) for records.

True Copy Attested

Please come formally dressed with neck tie.
With best wishes

Sujith P.S
Area Head - Human Resources
EUREKA FORBES LTD., KOCHI.
Mob : 9995237315
sujith.ps@eurekaforbes.com

amro
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

9387479887

Area Office : Door No.32/1787-A5, Tutus Tower, NH 47 Bypass Road, Padivattom
Cochin - 682024, Ph : 0484-3208718

6



May 27, 2016

HRD/3T/16-17/10918484

Mr. Dalwin C D
Candidate ID: 10918484
Chiriyankandath House,
Madambi Lane, Poothole,
Thrissur - 680 004
Kerala

Ph: (91) 99952 96091

Dear Dalwin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **June 27, 2016**.

Location

Training Location- Your reporting location for the foundation training will be Infosys, Mysore Development Centre. However your location of training can be shifted to any one of the other Development Centres of Infosys at any stage during the course of your training. In the event of a change in location, you shall be duly intimated of such change.

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

True Copy Attested

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

Ammy
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by



SPATEZ

119

We Bring Ideas
To Life

Software Programming And Technical Entry Zone
SPATEZ TECHNOLOGY LLP., Payyanam, Kannara P.O, Thrissur 680652
www.spatez.com info@spatez.com

Date:01-March-2016

Ms. Nivya Johny C

Sub: - Letter of Offer

Dear Nivya,

This has reference to the interview you had with us. We are pleased to know that you will like to be a member of Team. We are pleased to offer you a position of 'PROJECT ASSOCIATE'.

Your gross annual salary on the basis of Cost to the Company will be Rs. 1.20 lakhs (One lakh Twenty Thousand only) per annum, all inclusive. The details of the salary break up will be given to you at the time of joining.

We expect you to join us on Wednesday, June 1st, 2016. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter within five working days.

True Copy Attested

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

Yours truly,

For SPATEZ TECHNOLOGY LLP

Shanu K Benny
Chief Administration Officer


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



SPATEZ

20

We Bring Ideas
To Life

Software Programming And Technical Entry Zone
SPATEZ TECHNOLOGY LLP., Payyanam, Kannara P.O, Thrissur 680652
www.spatez.com info@spatez.com

Date: 01-March-2016

Ms. PaulsyTharakan

Sub: - Letter of Offer

Dear Paulsy,

This has reference to the interview you had with us. We are pleased to know that you will like to be a member of Team. We are pleased to offer you a position of 'PROJECT ASSOCIATE'.

Your gross annual salary on the basis of Cost to the Company will be Rs. 1.20 lakhs (One lakh Twenty Thousand only) per annum, all inclusive. The details of the salary break up will be given to you at the time of joining.

We expect you to join us on Wednesday, June 1st, 2016. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter within five working days.

True Copy Attested

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

Yours truly,

For SPATEZ TECHNOLOGY LLP

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Shanu K Benny
Chief Administration Officer

HRD/3T/16-17/10918935

May 27, 2016

Ms. Tessa Jose
Candidate ID: 10918935
Palatty(H), Thirunelli,
Sulthan Bathery Po,
Wayanad - 673 592
Kerala

Ph: (91) 98479 98750

Dear Tessa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **June 27, 2016**.

Location

Training Location- Your reporting location for the foundation training will be Infosys, Mysore Development Centre. However your location of training can be shifted to any one of the other Development Centres of Infosys at any stage during the course of your training. In the event of a change in location, you shall be duly intimated of such change.

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

True Copy Attested

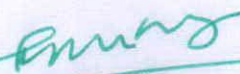
** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on the job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a


Dr. S. VINAYAKAN, M.Tech, MCA, M.Sc., M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruvu

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

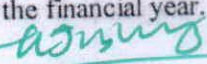
You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2016-17 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Infosys®

POWERED BY INTELLECT
DRIVEN BY VALUES

30



HRD/3T/16-17/10918935

Ms. Tessa Jose
Candidate ID: 10918935
Palatty(H), Thirunelli,
Sulthan Bathery Po,
Wayanad - 673 592
Kerala

May 27, 2016

Ph: (91) 98479 98750

Dear Tessa,

Welcome to Infosys!


It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by LOBO RICHARD
Date: 2016.05.27 14:24:26 +05:30
Reason: Offer Letter
Location: Bangalore

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SUTHERLAND

Confidential

June 06, 2016

Ms, Anjali K U

Kallumadathil House

P.O. Kundaliyur, Engandiyur

Dear Anjali,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **June 06, 2016** on the following terms and conditions:
2. Your place of posting will be at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is **Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only)**, the details of which are given in the annexure of the appointment letter.
4. You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

True Copy Attested

[Handwritten Signature]

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

[Handwritten Signature]

Candidate Signature
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc., M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Kundaliyur P.O. - 679 001

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Offer: Computer Consultancy
Ref: TCSL/DT20153158009/Trivandrum
Date: 23/03/2016

Ms. Anu Antony
Puthur House P O Ponnore,
Thrissur,
Thrissur-680552,
Kerala.
Tel# 91-9747048525

Dear Anu Antony,

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 **₹3,33,475/-** per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

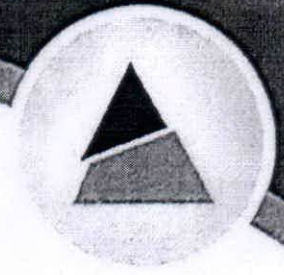
True Copy Attested

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (M.Ans)
PRINCIPAL
Jyothi Engineering College
Kuthuruthy P.O.- 679 531

Aztec Solutions

HUMAN & EDUCATION MANAGEMENT



AZTEC/HR/2016/SDO/OL/06

Date: 31.03.2016

Ashwathi Chandrasekharan

"Darshan",

Ponnath House,

Ayyanthole (P.O),

Thrissur, Kerala.

Dear Ashwathi,

Sub: Offer Letter

Greetings.

On the basis of the Interview and Discussions, it is the pleasure of the Board of Directors of Aztec Solutions, to confirm our offer of employment to you as an SDO (Skill Development Officer). Your salary and benefits will be finalized at the time of appointment.

See you soon.

Thanking You,

Sincerely,

True Copy Attested

[Handwritten Signature]

PRAJEESH N. V.
Head, Talent Hunt & Contracts

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Sree Narayana Engineering College
Cheruthuruthy, P.O - 679 531

Recipient Signature with Date

Ground Floor, Neo Space, Kinfra Techno Industrial Park,
Kakkanchery, Malappuram-673 634, Kerala, India

6

6

HCL TRAINING & STAFFING SERVICES PVT. LTD.
Head Office: 806, Sakdha, 96 Nehru Place, New Delhi-110019, INDIA
www.tss.com

July 14, 2016

Admission to HCL TSS Training Program

Reference ID - HCL/TSS-MAN/0716/1873,

Dear Deepak. S,

PUTHENPURAKKAL

MANAVA NAGAR, OTTAPALAM, TAMIL NADU

HCL Training & Staffing Services Private Limited (HCL TSS/Company), (hereinafter referred to as "Company") is pleased to offer you an admission into the 6 months training program (Training Program) commencing on July 29th, 2016 at location HCL TSS Manesar Training Center.

The 6 months training comprises of first 3 months Class Room Training and next 3 months of Professional Practice Training. You will be paid Rs. 5000 per month for the period of the Professional Practice Term as out of pocket expenses. Your enrollment to the Training Program is subject to the terms and condition as laid down below:

- a) You need to deposit the program fees of INR 2, 50,000/-, the break up for the same: Initial fee for seat reservation is INR 50,000 to be paid within 3 days of receiving the offer of admission. Balance Fees INR 2, 00,000 on or before the batch registration date in HCL TSS Manesar Training center. *Includes all current applicable taxes.
- b) Submission and verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

True Copy Attested

On successful completion of the Training Program, the Company will offer you suitable employment with HCL Group, which for the purpose of this agreement shall include HCL TSS/HCL Technologies with annual CTC (Cost to Company) of INR 2.5 Lakhs, comprising salary and all benefits.

Please note that this offer is provisional and subject to payment of the Training Program charges by you, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

This letter supersedes all past communications on this subject.

Amrith

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
Principal
Jyothi Engineering College
Cheruthuruthy P.O.- 679 502

Offer: Computer Consultancy
Ref: TCSL/DT20153149955/Trivandrum
Date: 23/03/2016

Ms. Devika Mohan S
MohanamThirupuraikkal Nagar,
Melamuri,
Palakkad-678012,
Kerala.
Tel# 0491-2541790

Dear Devika Mohan S,

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 TCS

Your gross salary including all benefits will be ₹3,33,475/- per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

True Copy Attested

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Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Voth Engineering College
Chennai, Tamil Nadu 679 531

TCS Confidential

TCSL/DT20153149955 TATA CONSULTANCY SERVICES
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Marol Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20153149955/Trivandrum
Date: 23/03/2016

Ms. Devika Mohan S
MohanamThirupuraikkal Nagar,
Melamuri,
Palakkad-678012,
Kerala.
Tel# 0491-2541790

Dear Devika Mohan S,

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 TCS

Your gross salary including all benefits will be **₹3,33,475/-** per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

True Copy Attested

Amund
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Sreejithi Engineering College
Chouthuruthy P.O. - 679 531

9

9

To,

CEO PAPACHAN POTHUR.
JYOTHI ENGINEERING COLLEGE

Date: 26/2/2016

We welcome you to Mindtree Ltd. and are confident that you will build a long and mutually rewarding career with us. 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 – "Curiosity, Courage & Responsibility". In addition our Mission, Vision & Core values guide all our business transactions.

We are glad to consider your candidature for an Offer of Employment as an Engineer in competency C1.

Detailed offer of employment with compensation details will be sent across through mail. This offer will be valid only on verification and validation of all required documents.

Your date of joining will be communicated to you in subsequent mails and joining location will be Mindtree Kalinga, Bhubaneshwar.

Mindtree provides long-term career opportunities for every Mindtree Mind. We sincerely hope that you will grow with us and together we will build a memorable Institution.

Thanking You.

Yours truly,



True Copy Attested



Pankaj Khanna
Vice President - Revenue Assurance

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

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SUTHERLAND

Confidential

June 06, 2016
Ms, Helga Sunny
Plot No:199 Hill Gardens
PO kuttanellur, Thrissur

Dear Helga,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before June 06, 2016 on the following terms and conditions:
2. Your place of posting will be at Cochin. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only), the details of which are given in the annexure of the appointment letter.
4. You shall report to the Business Director of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

SKG

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

True Copy Attested

Sunny

Candidate Signature: **DR. SUNNY JOSEPH KALAYATHANKAL**
Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

13

Cob



BOSCH



Surname

Abraham

Name

Joe

ID No. 32043958

Blood Group : **B +ve**

True Copy Attested

Aman

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

*** Personal and Confidential ***

Mr. Joe Abraham
Jyothi Engineering College

Robert Bosch Engineering
and Business Solutions
Private Limited,
CHIL SEZ Campus,
Keeranatham village,
Coimbatore - 641035, India.
Tel: +91 422 667 4001
Fax: +91 422 667 1208
CIN: U72400KA1997PTC0231
www.bosch-india-software.cc

Our reference: RBEI/HRL/2017/0026 Date: 02.03.2017

Dear Mr. Joe Abraham,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI at "**Level 50**" as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retrials benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2017 (payable in April-2018) at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

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Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral benefits

- Company's contribution towards Provident Fund at 12% of the basic salary per month
- You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under
- You will also be eligible to subscribe under National Pension System (Optional) as per the policy

Amthol

hōnurō

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Coimbatore P.O. - 679 531

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

- Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years)
- Personal Accident Insurance - for self only
- Life Insurance - for self only

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to your scoring a minimum of 70% aggregate with no backlogs (all subjects cleared in first attempt) in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III**.

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

Approved
Dr. SUNNY JOSEPH KALAYATHAR
M.Tech, MCA, M.Sc., M.Phil, B.Ed
Principal
Principal College
79 531

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period as mentioned in this clause 10.2, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore / Coimbatore location, however you may be transferred to provide your services to any of our existing / future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

True Copy Attested

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

C. S. S. S.

Sunny Joseph

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Thuruthy P.O.- 679 531



15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

AMND

Anitha J
General Manager
(Human Resources)
D. VINNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruvu P.O. - 679 531

[Signature]
Anand Venkateshan
Manager
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

Name

Signature

Date

True Copy Attested

Dear Mr./Ms. JAAS THOMAS P

Date: 27/02/16

**CONGRATULATIONS
WELCOME TO THE FAMILY OF EUREKA FORBES**

With reference to our invitation and the subsequent interview you had, we are pleased to offer you the position of Professional Sales Trainee in our Direct Sales Division.

You are requested to report on 01/05/16 to our CRC for your induction at the following address.

Please bring along the following documents to enable us to process your appointment with us:

- 02 reference letters from well-known citizens (other than your relatives or your teachers) vouching your character and conduct.
- 03 stamp size colour photographs (with neck-tie) and 06 passport size photographs.
- 01 family photograph to be submitted to ESIC.
- Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
- Blood group certificate.
- Copy of your election card / passport / family ration card / Adhar card
- Relieving letter from the previous employer.
- Copy of PAN card.
- Copy of your Bank Passbook & one leaf of your cheque duly cancelled.
- Residence proof (Temp & Permanent) for records.


Please come formally dressed with neck tie.

With best wishes


Sujith P.S
Area Head - Human Resources
EUREKA FORBES LTD., KOCHI.
Mob : 9995237315
sujith.ps@eurekaforbes.com

9633866065

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Area Office : Door No.32/1787-A5, Tutus Tower, NH 47 Bypass Road, Padivattom
Cochin - 682024, Ph : 0484-3208718

16

16

Ref: Applicant No.: Jyothi Engg. College.

Date: 8/3/16

Dear Kevin Joeanthikat,

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts


True Copy Attested Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Kuthuruthy P.O.- 679 531
Candidate Acceptance

(18)

(18)



SUTHERLAND

Confidential

June 06, 2016
 Mr. M Abhilash Nair
 74-C Pocket-6 Mig Flats
 Mayur Vihar Phase-3,
 Delhi-110096

Dear Abhilash,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **June 06, 2016** on the following terms and conditions:
2. Your place of posting will be at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is **Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only)**, the details of which are given in the annexure of the appointment letter.
4. You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "**Service Rules and Regulations**" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

True Copy Attested

(Handwritten signature)

Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc, M.Phil, B.Ed
 Ph.D (Computer Science), Ph.D (Maths)
 PRINCIPAL
 Engineering College
 531

(Handwritten initials)

20

20



भारतीय रिजर्व बैंक
RESERVE BANK OF INDIA



निधिजा जोस ए
NIDHIYA JOSE A
सहायक
ASSISTANT

म.नि.सं / PF. NO

TN0107

[Handwritten Signature] *[Handwritten Signature]*

साक्षर / Signature/प्रारिक्त अधिकारी / Issuing Authority

True Copy Attested

[Handwritten Signature]

Date of Birth / जन्म तिथि 05-11-1991

Allergic to / रोगज

Blood Group / रक्त समूह B+

Date of Issue / जारी करण की तारीख 14-Sep-2017

आपातकालीन संपर्क संख्या
EMERGENCY CONTACT NUMBER

नाम / Name :

फोन नं. / Phone Number :

Kindly inform / return the card to

Reserve Bank of India
HRMD, CO, Fort, Mumbai - 400001

सिफोन / Tel : (01-22) 22601000

फैक्स / Fax : (01-22) 22671415



सं. / No. 31559

DR. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc., M.Phil., B.Ed
Ph.D (Computer Science), Ph.D (Maths)
Pragathi Engineering College
Chikankhury P.O. 679 531

21

21

Ref : Applicant No. : Jyothi Engg. College.

Date : 0/3/16

Dear Paghumbaran Sudeha Pandy.

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter /Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

True Copy Attested

Candidate Acceptance

Amato
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531



SUTHERLAND

Confidential

June 06, 2016
Ms, Peeyusha.V.P
Vadakekera(H)
Thonorkara P.O, Chelakkara

Dear Peeyusha,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as **"Associate-CS Internet"**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **June 06, 2016** on the following terms and conditions:
2. Your place of posting will be at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is **Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only)**, the details of which are given in the annexure of the appointment letter.
4. You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the **"Service Rules and Regulations"** of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

True Copy Attested

Shiv Kumar Ganapathi

Shiv Kumar Ganapathi
Head of Talent Acquisition, India

Sunny Joseph Kalayathankal

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
Candidate Signature:.....
Engineering College

25

25



SUTHERLAND

Confidential

June 06, 2016

Ms. Reshma Rajan.K
Kalathiparambil House
P.O Vellarakkad, Adhoor

Dear Reshma,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **June 06, 2016** on the following terms and conditions:
2. Your place of posting will be at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is **Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only)**, the details of which are given in the annexure of the appointment letter.
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6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

True Copy Attested

Shiv Kumar Ganapathi

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Jyothi Engineering College

Candidate Signature:.....

PO-679531

26

26



SUTHERLAND

Confidential

June 06, 2016
Ms, Riji Paul.C
Cheeramban House
P.O Velur, 680601

Dear Riji,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **June 06, 2016** on the following terms and conditions:
2. Your place of posting will be at **Cochin**. However during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your employments by way of Annual Cost to the Company is **Rs.212950/-per annum (Rupees Two lakh Twelve Thousand Nine Hundred Fifty Only)**, the details of which are given in the annexure of the appointment letter.
4. You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. Either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

Shiv

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

True Copy Attested

ASIMAN

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D.(Maths)
PRINCIPAL
Jyothi Engineering College
Thuruthy P.O.- 679 531

27

27

HRD/3T/16-17/10918930

June 03, 2016

Ms. Suraja P. Joy
Candidate ID: 10918930
Panackal House, Chethy PO,
Cherthala,
Alappuzha - 688 530
Kerala

Ph: (91) 94956 48775

Dear Suraja,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited (the 'Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company.

Your offer of employment is conditioned upon your successful completion of a background and reference check, your execution of certain agreements, your submitting the relevant documents, and other internal approvals.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc. Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all studies, course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

Richard

Digitally signed by **LOBO RICHARD**
Date: 2016.06.03 11:37:38 +05:30
Reason: Letter of Intent
Location: Bangalore
Dr. S. K. KALAYATHANKAL
Ph.D (Computer Science)
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

EY



Venugopal K

GPN#: JN010M38308

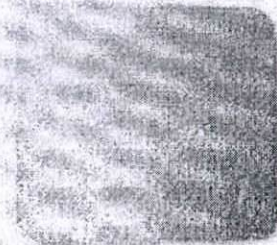
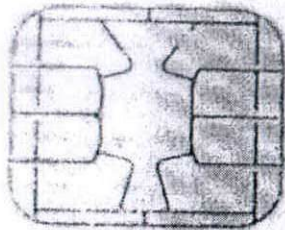
Blood Group: O Positive

amano

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

True Copy Attested

SIEMENS



Siemens Healthcare Pvt. Ltd.

Vishnu K

Romano

DR. SUNNY JOSEPH K. LAYATHANKAL
M.Tech, MCA, M.Sc., M.Phil., B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679531

Attested



TATA CONSULTANCY SERVICES



**GILTA
BABU**

Card No 594280
Associate No 1624836
Blood Group O-

True Copy Attested

Tata Consultancy Services Ltd

ICS House, Raveline Street,
Mumbai 400001, India

Joseph Kalayathal
Dr. S. J. JOSEPH KALAYATHAL
M. Tech, MCA, M. Sc, M. Phil, B. Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 594

Aztec Solutions

Human & Education Management



AZTEL/HR/2016/SDO/AG/08

28-05-2016

AISWARYA MURALIDHARAN
Sreepadman House
Edakkal PO, Kunduparamb
Calicut - 673005
Kerala

Dear Ms. Aiswarya,

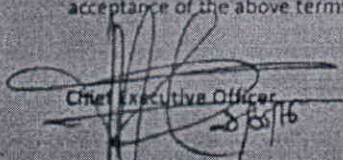
SUB: Appointment Letter

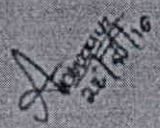
On the basis of the discussions and the meetings, the Board of Directors of Aztec Solutions is pleased to appoint you as the Skill Development Officer with effect from the date of joining at your work location.

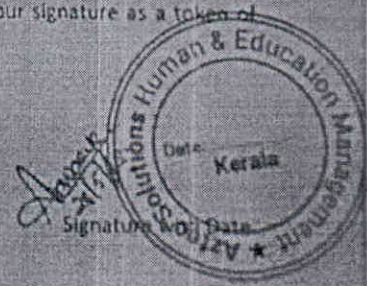
TERMS AND CONDITIONS

1. You will be on contract for a period of 10 months. During the contract period you will be paid a consolidated monthly salary of Rs. 12,500 with accommodation and will not be eligible for any other benefits.
2. After successful completion of the contract period, the appointment will be considered for regularization, provided your performance is satisfactory.
3. You will have to work under the Chief Operating Officer of Aztec, reporting to the undersigned and discharge the duties assigned from time to time.
4. You will be governed by the rules & regulations of this Organization which are now in force and which may come into force in future.
5. You should maintain proper dress code, code of conduct and must not be involved in any activities that can harm the company's repute.
6. You should not take up any other employment, paid or honorary, or undergo studies elsewhere without the explicit permission of the CEO.
7. You should not leave the Company during the middle of the assigned tenure of service.
8. In the event you decide to leave the service of the organization, you shall be required to give three months' notice in writing or three months' salary in lieu of notice period.
9. Your service will be terminated without any notice in case your attendance, conduct or performance affects the smooth functioning of the organization.

Please return the duplicate of this order after affixing your signature as a token of acceptance of the above terms and conditions.


Chief Executive Officer
Name: _____


28/05/16


Signature: _____ Date: _____

Ground Floor,
Kinfra Techno-indus
Kakkanchery, Malappuram
Email: info@aztecsol
Web: www.aztecsol
 Aztec

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Ref : Applicant No. : Jyothi Engg

Date : 6/5/2016

Dear Revathy Ganesh

PROVISIONAL OFFER LETTER**Congratulations!!!****Welcome to the Sutherland Family.....**

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

True Copy Attested

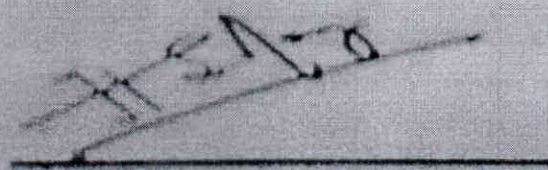
5TH FLOOR, MUTHOOT TECHNOPOLIS, PLOT NO.1, CSEZ, KAKKANAD,
ERNAKULAM, COCHIN, KERALA, PIN: 682037
Dr. **SUNNY JOSEPH KALAVATHANKAL**
REGD. OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAI - 600 042
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Chennai

SL: NO: (11)

 **ICICI Bank**

Aswathy Varghese

Employee No. : 381925


Issuing Authority




Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Jyothi Engineering College
Cheruthuruthy PO - 679 531

True Copy Attested



PRIVATE AND CONFIDENTIAL

Reference No. - 1383728538

Applicant ID - 3239781

11 Jan 2018

Aswathy Varghese

Dear Aswathy,

This is further to our communication inviting you to participate in the Probationary Officer Programme at ICICI Manipal Academy.

On your successful completion of the said classroom training and the first leg of on-the-job internship, we are pleased to make you this offer for four months on-the-job internship at ICICI Bank as the last leg of Probationary Officer Programme. On successful completion of the final four months on-the-job internship you will join ICICI Bank.

You will be placed in SHARED SERVICES at HYDERABAD - GACHIBOWLI_RO. Your on-the-job internship would take place at HYDERABAD - GACHIBOWLI_RO.

The details of your remuneration and benefits are given in Annexure.

The following detailed terms and conditions shall govern your on-the-job internship period and your employment with ICICI Bank:

Commencement/Term:

- You shall be required to join ICICI Bank on 15-Jan-2018 initially as Probationary Officer for on-the-job internship.
- You shall be required to complete your on-the-job internship for a period of four months immediately on joining.
- On successful completion of on-the-job internship, you will be placed in the grade of Deputy Manager (Band I) in ICICI Bank.
- In the event of your not successfully completing the on-the-job internship as per the assessment of ICICI Bank, this offer of appointment shall stand withdrawn and revoked without any further communication on expiry of four months period.
- In the position of Deputy Manager (Band I), you shall be placed on probation for a period of one year or such extended period as may be decided by the Bank at its discretion based upon your performance during the probation period.

True Copy Attested

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

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website: www.icicibank.com
Regd. Office: "Landmark",
Race Course Circle,
Mumbai 400 015, India.
Aswathy
Dr. SUNNY JOSEPH K. MATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Vyothi Engineering College

Aswathy Varghese

- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank, in its sole discretion, can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank, in its sole discretion, can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off. After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India or abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of your resignation/termination.

Aswathy Varghese

- **Repayment / Recovery of Education Loan:** Please note the following four points are applicable for the students who have availed the ICICI Bank Education Loan
 - Please refer to Annexure B table 1 of the Invitation letter issued to you on joining the Probationary Officers Programme. As per the said clause for pursuing the Training Programme, you were required to pay Rs. 3,78,604/- to Manipal Universal Learning Private Limited, which was provided by ICICI Bank as education loan ("Loan", the term which also includes any interest or other charges payable as stated therein) at 12.05%(Floating) interest per annum. The repayment of the Loan was to start on your completion of the Classroom Training and on-the-job internship, upon your joining the services of ICICI Bank. No EMIs or interest was recovered during the training period. The EMIs for repayment of the Loan are spread over a period of 60 months to ensure that there is minimal impact on your monthly earnings. However, the interest on the loan accrued during the training and on-the-job internship period of 12 months plus 6 months of moratorium period (repayment holiday) are to be recovered over the entire repayment tenure of 60 EMI (accrued interest will be divided equally)
 - Accordingly, please note that the EMI for repayment of the said loan amount of Rs. 3,78,604/- along with applicable interest of 12.05%(Floating) per annum shall be recovered from the month after your successful completion of on-the-job internship till the completion of 60 months of services in the Bank.
 - In the event of your cessation of service of ICICI Bank/Group Company/Subsidiary, for any reason whatsoever, you have may foreclose the loan at 12.05%(Floating).
 - Charges for late payment of Rs 500 + taxes per cheque/EMI bounce and a penal interest @24% per annum i.e. @ 2% per month on the overdue instalment/s will be levied
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf of or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

Aswathy Varghese

- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/anti-national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would be deemed as breach of terms of service making you liable for termination from the services of the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of any civil or criminal case(s) instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify on any outcome of such complaint like filing of Chargesheet / Arrest / Conviction / Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the internal framework of the Bank set up in this regard, at all times during your service period and even after cessation of service due to any reason whatsoever.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - **By giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period after confirmation for any reason whatsoever**
 - At any time during your services with the Bank in the event of:
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you such as:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; andSuppression of any material information by you.
 - c) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

: 5 :

Aswathy Varghese

• **General:**

- Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Vemuri Sai Sowmya
HR MANAGER

Digitally signed by VEMURI SAI
SOWMYA
Date: 2018.01.11 15:45:36 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance of the same.

Signature of Applicant



: 6 :

Aswathy Varghese

Annexure :

Remuneration:

- During the period of four months on-the-job internship:-
 - You will be paid an all inclusive lump sum stipend of Rs. **15,000-** per month. There will be no deduction towards the Course cost to be incurred by ICICI Bank, during on-the-job internship.
- On successful completion of on-the-job internship of four months period you will be eligible to draw salary and allowances as Deputy Manager (Band I) as mentioned below:-
- Your Base Salary will be Rs. 1,32,000/- (Rupees One Lakh Thirty Two Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no minimum guaranteed payout amount of the Performance Linked Retention Pay, and it will vary from time to time as decided by ICICI Bank. This is however, subject to applicability of the Payment of Bonus Act 1965, wherever applicable.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,82,100/- (Rupees One Lakh Eighty Two Thousand and One Hundred Only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of Supplementary Allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of Supplementary Allowance can be decided once in a year. The unexercised amount of the Supplementary Allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 19,800/- (Rupees Nineteen Thousand Eight Hundred Only) per annum.

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

Tel. (91 22) 2653 1414
Fax. (91 22) 2652 1123
Website www.icicibank.com

Regd. Office : "Landmark"
Race Course Circle,
Mumbai - 400 015

Sunny Joseph
DR. SUNNY JOSEPH
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College

Aswathy Varghese

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family of up to Rs. 4,00,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including Supplementary Allowance are subject to the limits and rules prescribed by the Income Tax Act / rules and policies of the Company.

Signature of Applicant

Digitally signed by VEMURI SAI
SOWMYA
Date: 2018.01.11 15:45:36 +05:30
Reason: Offer Letter
Location: Mumbai



Remuneration Details

Name : Aswathy Varghese
Position : Probationary Officer
Group : RSPPG

	Probationary Officer	
	Monthly	Four Months Accumulated
Basic	2,500	10,000
HRA**	5,000	20,000
Conveyance Allowance	5,900	23,600
Travel Allowance	1,600	6,400
Total	15,000	60,000

** HRA for City Grade A+,A,B is Rs 5000/- and for City Grade C,D is Rs 2500/-

Date: 11 Jan 2018

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

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

Regd. Office : "Landmark",
Race Course Circle,
Vadodra, Gujarat, India.

mukh
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College

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Remuneration Details		
Name: Aswathy Varghese		
Position: Deputy Manager (Band I)		
Group: RSPPG		
	Deputy Manager (Band I)	
	Monthly	Annual
Basic	11,000	132,000
Supplementary Allowance*	15,175	182,100
Superannuation Allowance **	1,650	19,800
Total	27,825	333,900
Retirals		
Retirals (PF, Gratuity) ***	2,236	26,832
Total CTC	30,061	360,732
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	34,561	414,732
* Supplementary Allowance will include HRA, Additional HRA, Conveyance / Travel Allowance, telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** Company contribution towards PF is 12% and Gratuity is 8.33%		

Date: 11 Jan 2018

Digitally signed by VEMURI SAI SOWMYA
 Date: 2018.01.11 15:45:36 +05:30
 Reason: Offer Letter
 Location: Mumbai

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

Tel. (91-22) 2653 1414
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 Website www.icicibank.com

Regd. Office: "Landmark"
 Race Course Circle,
 Vashi (East) 400 077, India.

Aswathy
Dr. SUNNY JOSEPH KALAYATHANKAL

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 Ph.D (Computer Science), Ph.D (Maths)
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Jyothi Engineering College

True Copy Attested



Kerala Gramin Bank

A Government owned scheduled bank sponsored by Central Bank,
Kerala's own Bank



കേരള ഗ്രാമീണ ബാങ്ക്

A Government owned scheduled bank sponsored by Central Bank,
Kerala's own Bank

Head Office: KGB Towers, AK Road, Malappuram 676505 | Ph: 0483 2734332 |

Fax: 0483 2736987

www.keralagbank.com | www.fb.com/kgbank

9/KGB/98/RC/HRW/2017

09/01/2017

Sri. /Smt. CHANDNI NANDAKUMAR
PROBATIONARY ASSISTANT MANAGER
KERALA GRAMIN BANK
TRIKKANNAD BRANCH

Sir/Madam,

Sub: Allotment of Staff Number -Reg

This is to inform you that you have been allotted **Staff Number: 6612** in the Bank. You are advised to mention the above Staff Number invariably in all your future correspondences with the Bank.

Yours faithfully,

CHIEF MANAGER

Copy to:

- > BRANCH MANAGER, TRIKKANNAD BRANCH
- > REGIONAL MANAGER, RO KASARAGOD
- > EF

True Copy Attested

RECRUITMENT CELL, HUMAN RESOURCES WING
PH: 0483-2733508

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



KERALA GRAMIN BANK

(A Government owned bank sponsored by Canara Bank)

HEAD OFFICE, KGB TOWERS, AK ROAD, MALAPPURAM, KERALA. PIN-676 505

RECRUITMENT CELL- HUMAN RESOURCES WING

16

Ref : 9/KGB/B7/2017/RC/HR Wing

Date: 02-01-2017

To,

Sri. /Smt. CHIPPY JOSE K,
KUNDUKULAM PARAKKAL HOUSE,
P O KANJANY,
THRISSUR,
KERALA - 680612

PROCEEDINGS OF THE CHAIRMAN DATED 02-01-2017

You are hereby provisionally appointed as Probationary Assistant Manager in Junior Management Scale I.

You are advised to report before the CHIEF MANAGER, HUMAN RESOURCES WING, KERALA GRAMIN BANK, REGIONAL OFFICE BUILDING, OPPOSITE MUNICIPAL OFFICE, A.K. ROAD, MALAPPURAM - 676505 on 10-01-2017, MONDAY at 10.00 AM.

You are requested to be guided by the following:

1. Subsequent to your joining on 10-01-2017, you are required to report before the Chief Manager/Senior Manager/Manager, where you are posted, on the next working day after completing the formalities. You are not eligible for any joining time in this regard. However, you are eligible for journey time and Travelling Allowance /Halting Allowance as per the rules of the Bank.
2. Your service will count as and from the date of your reporting for joining at the Kerala Gramin Bank, Regional Office Building, Malappuram on 10-01-2017. In case extension of time is permitted for reporting, then the date of your service will count from the date of such reporting at the specified Office.
3. Your appointment in the Bank is strictly subject to your acceptance of the terms and conditions set out hereunder and you are found medically fit for appointment by a Medical Officer not below the rank of Assistant Surgeon / Civil Surgeon.
4. In all matters concerning your service in the Bank, you shall in all respects be bound by the Regulations contained in the Kerala Gramin Bank (Officers and Employees) Service Regulations, 2013 and any amendments and alterations thereof and additions thereto, from time to time.
5. At the time of joining the Bank, you are required to execute a Service Agreement with the Bank.

True Copy Attested

Anand
Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed.

Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL

Letter of Appointment - Kerala Gramin Bank Officer Scale - I Cadre

Page - 1

6. You shall execute a bond agreeing to pay to the Bank a sum of ₹ 1,50,000/- (Rupees One Lakh fifty thousand only) plus applicable GST, in the event of your leaving the Bank within a period of two active years of service from the date of your joining.
7. The period of probation shall be **TWO YEARS** from the date on which your probation period is to commence, i.e., from the date of your joining the Bank, unless extended in accordance with the Regulations contained in the Service Regulations.
8. If your work progress and conduct are not found satisfactory, the Bank may extend the probation for a period not exceeding **ONE YEAR**.
9. Notwithstanding what is stated above, the Bank may terminate your service at any time during the probation period without assigning any reasons by giving you one month's notice in writing or by paying one month's salary and emoluments in lieu of notice.
10. During the period of probation, you shall be paid salary and emoluments, as follows, subject to such variations as prescribed by Kerala Gramin Bank (Officers and Employees) Service Regulations, 2013 and future amendments.

BASIC	DA	HRA	CCA
₹23700/-	As per Index Level	Depending on the Place of Posting	

11. If you are confirmed in the service of the Bank, your salary and emoluments will be such as would be set out in the order of confirmation.
12. Your confirmation in the Bank's service will be subject to satisfactory report regarding your character and antecedents from the Police Authorities. **In case of adverse / unsatisfactory Police Report, your service is liable to be terminated without notice.**
13. During the period of probation, you are liable to be shifted to different places to undergo practical training in Branches / Offices of the Bank.
14. The change of placement during the period of probation will be treated as transfer, only for the limited purposes of TA / HA, joining time, wherever eligible and such placements will not be considered as transfers, for any other purposes.
15. In case you desire to leave the service of the Bank at any time after joining the Bank, you shall give one month notice to the Bank, if you are on probation OR three months' if you are confirmed, as per Regulation 10 (1) of Kerala Gramin Bank (Officers and Employees) Service Regulations 2013.
16. You shall faithfully and diligently serve the Bank at such place, branch, office, post or position to which you may from time to time be posted, appointed or transferred and shall in all respects, faithfully and diligently observe and obey all Regulations, Circulars, Rules, Orders, Directions and Instructions in force in the Bank or from time to time issued by the Bank or by any person or persons placed in authority in respect of or in relation to the work, duties, functions, powers or authorities from time to time assigned or entrusted to you.

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

17. In case you belong to SC/ST category, your appointment will be subject to the Scheduled Caste/Scheduled Tribe Certificate produced by you being verified through proper channels. If the verification reveals that the claim that you belong to Scheduled Caste/Scheduled Tribe as the case may be is false, your service 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.

18. In case you belong to OBC category, your appointment will be subject to the Other Backward Classes Certificates produced by you being verified through proper channels. If the verification reveals that your claim that you belong to Other Backward Classes or not belonging to the Creamy Layer is false, your service 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 Letter of Appointment is provisional and is subject to fulfilling all the eligibility conditions stipulated in IBPS advertisement dated 22.07.2016 for which you shall have to submit valid and acceptable documentary proof.

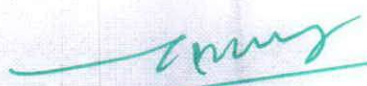
You are required to produce the original of the following Certificates at the time of joining.

- a. Experience Certificates from Previous Employer/s – Original and self attested copy
- b. Relieving Certificate from the Present Employer – Original.
- c. Certificate from Medical Board in case of Persons with Disability (PWD, i.e., PWD-OC, VI & HI) – Original.

IMPORTANT: IN CASE YOU ARE UNABLE TO PRODUCE ANY OF THE ABOVE CERTIFICATES / DOCUMENTS, AS APPLICABLE TO YOU FOR ASCERTAINING THE ELIGIBILITY CONDITIONS, YOU WILL NOT BE ALLOWED TO JOIN THE BANK.

IN ADDITION TO THE ABOVE YOU ARE REQUIRED TO PRODUCE SATISFACTORY CERTIFICATES OF ACCEPTANCE OF RESIGNATION, UNCONDITIONAL RELIEF AND GOOD CONDUCT FROM YOUR PREVIOUS EMPLOYER/S AND ALSO FROM THE PRESENT EMPLOYER (IF ANY) WITHOUT WHICH, YOU WILL NOT BE ALLOWED TO JOIN THE BANK.

- i. You shall bring **two non judicial stamp paper for ₹200/- (Rupees Two hundred only)** each purchased in the name of Kerala Gramin Bank, Malappuram.
- ii. You shall submit Declaration of Fidelity & Secrecy, Declaration of Marital Status and Declaration of Domicile at the time of reporting for duty.
- iii. You shall submit a Return containing full particulars of your assets & liabilities on the date of appointment in the Bank and submit a "Return of Movable / Immovable property" as on 31st March, every year, as required under Kerala Gramin Bank (Officers and Employees) Service Regulations 2013.
- iv. You shall not be eligible for any Travelling Allowance / Halting Allowance to join at the place of reporting.


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- v. You shall be eligible for pay, allowances and other perquisites as per Kerala Gramin Bank (Officers and Employees) Service Regulations 2013, as amended from time to time.
- vi. As per Government guidelines, you should possess computer literacy. If you do not possess the required computer literacy, as prescribed by the Bank, you shall acquire the same within a period of six months of joining the Bank. In case you fail to acquire the required computer literacy within a period of six months of joining the Bank, your service is liable to be terminated.
- vii. IF OUR LETTER OF APPOINTMENT ON THE TERMS AND CONDITIONS SET OUT ABOVE IS ACCEPTABLE, YOU SHALL GIVE YOUR WILLINGNESS BY DULY SIGNING ON THE COPY OF THIS LETTER IN THE SPACE PROVIDED AND HANDOVER THE SAME TO THE CHIEF MANAGER, HUMAN RESOURCES WING AT THE TIME OF JOINING, FAILING WHICH, THE LETTER OF APPOINTMENT ISSUED BY THE BANK TO YOU WILL AUTOMATICALLY STAND CANCELLED AND ACCORDINGLY YOU WILL NOT BE ALLOWED TO JOIN IN THE BANK.

HEAD OFFICE
MALAPPURAM

For KERALA GRAMIN BANK
CHAIRMAN
Chief Manager
HR Wing

FOR ACKNOWLEDGEMENT AND RETURN TO THE BANK

I have read the terms and conditions and hereby accept the letter of appointment on the said terms and conditions set out in the above appointment letter.

I hereby declare that the information furnished by me in the Biodata submitted to the Bank is true to the best of my knowledge and in the event any of this information is found to be false or incorrect at a later date, my selection / appointment is liable to be terminated.

Place :

Date :

Signature
Name

Copy to:

For dated acknowledgement & return.

Further you need to execute an indemnity bond along with your parent/guardian in favour of the Bank. As such, you are requested to bring your parent/guardian (with original & photocopy of their ID proof) along with you at the time of joining (i.e., on 10-01-2017), to execute the Bond.

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)

SL NO: 18



Offer Letter

6th June 2017

Mr. Deepak Shaju
S/O Shaju K Jose
Kudukulam House
Engg:Collage P.O.
Pallimoola
TCR-68009

Dear Deepak Shaju,

Congratulations! We are Pleased to confirm you have been selected to the Position of Technical Sales Engineer in our organization.

You will be paid a total remuneration of INR 10,000 (Rupees Ten Thousand only) pm.

This is an offer letter only, your exact terms and conditions of employment will be mentioned in the appointment letter which will be issued on your joining this organization.

Please signify your acceptance of the above terms and conditions of this offer by signing this letter.

You are advised to join on 06.06.17

Wishing you all the best

Yours Sincerely,
For Beyond Solution

M. Ismail
M. Ismail
(CEO)



Accepted

I have read and accepted the terms and conditions of this offer letter .I am willing to join my duty on 06.06.2017

Name: DEEPAK SHAJU

Signature:

Deepak Shaju
06/06/17

Date 06/06/17

Beyond Solution ,145B
Opp PWD Guest House,Cherturuthy,Shornur 679 531

amk
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Iyothi Engineering College

True Copy Attested



Date: 01-Mar-16

Gayathri P
Jyothi Engineering College, Cheruthuruthy, Thrissur

Appointment Offer: Software Engineer

Dear Gayathri P,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form will be sent to you on acceptance of the offer. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates and other documents on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the main office of the Company situated at 5th Floor, Carnival Infopark-Phase 2, Infopark Campus, Kusumagiri PO, Kakkanad, Kochi, Kerala-682030. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you by June 2016.

IBS Software Services Private Limited



4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
Sl. No.	Component	Amount in INR Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000

Gratuity will be paid as per Payment of Gratuity Act, 1972.

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

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Sunny

[Signature]



- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

6. Working Week & Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
- i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7 PM.
 - iii. Attendance shall be mandatory between 10 AM and 5 PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/product support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity / paternity leave and examination leave as per leave policy of the company. No other leave will be applicable.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such period as may be determined by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc., that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

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9. Minimum Period of Service

Your employment is governed by a two year service agreement and you are required to execute a bond / contract guaranteeing a sum of Rs.2,00,000/- (Rupees Two lakh) to be payable to the Company in accordance with the terms and conditions of such contract. The above contract shall also be signed by two sureties, one of whom should be your parent.

10. Notice Period & Termination of Employment.

- a) Either party may terminate the agreement, for any reason or on convenience, by giving two months' notice to the other party without assigning any reason whatsoever.
- b) Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - vi. by giving one month's notice or notice pay in lieu thereof, if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties;
 - vii. with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;
 - viii. with immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

11. Regulations

- a) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company. You are expected to refrain from engaging yourself in any assignment/employment which may create a conflict of interest in duly exercising your responsibilities associated with the position offered hereunder.
- b) You are expected to work diligently, faithfully and to the best of your ability in serving the Company and to use the best of your endeavour to promote the interests of the Company and perform all duties that may be entrusted to you from time to time.
- c) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is earlier, deliver to the Company all the properties of the Company, in your custody or possession.

IBS Software Services Private Limited



- d) All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type including all improvements) conceived / created / made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the Company, shall stand automatically vested in and be the sole and exclusive property of the Company and shall be disclosed in writing promptly to the Company. You shall also at the cost of the Company execute and register, all documents required, statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.
- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for a duration of more than 45 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
- i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate,

IBS Software Services Private Limited

assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest.;

- ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company. You acknowledge that any violation to this obligation may result in legal proceedings for actual damages ensued to the Company; or
 - iii) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- i) This Appointment Offer is to be read in conjunction with the rules and regulations, codes and policies, laid down by the Company from time to time. In the event any conflict arises between Appointment Offer and the rules and regulations laid down by the Company from time to time, such rules and regulations shall prevail.
 - j) The service conditions mentioned in this Appointment Offer are not subject to any amendments unless communicated by the authorised officer nominated by the Company for this purpose.
 - k) If any of the clauses or sub clauses of this Appointment Offer become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
 - l) The Company reserves the right to initiate legal proceedings for any breach by you of any of terms of your employment.
 - m) This Appointment Offer shall be governed and construed in accordance with the laws of India.
 - n) In the event of any dispute between the parties hereto regarding or arising out of this Appointment Offer, the Courts in Trivandrum, Kerala, shall have

IBS Software Services Private Limited

the sole jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.

- o) This employment offer is made based on complete reliance to the representations you have provided to us, during our discussions prior to the release of the offer and other documents submitted by you. Any misrepresentation either oral or written or any fraud or forgery related to your representations or any documentation submitted revealed through your background verification may result in revocation of this offer. The Company reserves to terminate your employment, if such fraud, forgery or misrepresentation is cited, post acceptance of this offer or during employment with the Company.
- p) The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non -compete obligations with your previous employer/s.

If you agree to these terms and conditions, kindly return the counterpart of this Appointment Offer enclosed herewith duly signed on all the pages within seven days of your receiving it. For any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

Yours Sincerely,

For IBS Software Services (P) Ltd.




Jayan P
(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever.

Signed by:

Name:

Date:



Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

IBS Software Services Private Limited



Integrated Thinking & Innovative Solutions

www.tritechengineering.com

Ms. Jinta John
Kakkassery House
Aloor.P.O
Mattom
Trichur - 680602

Sub: Appointment Order for the Post of Junior Electrical Engineer

Dear Ms. Jinta John,

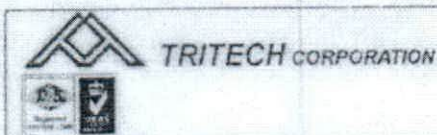
With reference to your Application and the Interview we had with you we are happy to appoint you as **Junior Electrical Engineer** in our organization under the following Terms & Conditions. You are selected on the basis of your merit and Credentials submitted and your placement may be subject to further verification and performance during probation or training period. You will be provided benefits as per company rules after completion of one year within our organization. Please find below the terms and conditions of your appointment. Your confirmation will be on receipt of returning the signed copy as acceptance and we wish you all success in your career with us.

Thanking you

Yours truly

Bijo K John

Managing Director



Page No 1 of 8

aman
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



TRI TECH CORPORATION
Building Engineering Solutions

MEP Consultant
4/412, 11th Floor, Pulimood Buildings, Church Road
North Kalamassery, COCHIN - 683 104
Tel: +91 484 2551039, 2555039, 6451038

REF: TTC/MEP-01/19
1st March 2019

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Jinta John, Kakkassery House, P.O. Aloor, Mattom, Trichur - 680 603, Kerala, is working in our organization as **Junior Electrical Engineer** since 2nd May 2017.

for **TRITECH CORPORATION**

For 

BIJO K JOHN
MANAGING DIRECTOR &
PRINCIPAL CONSULTANT



Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

True Copy Attested



Ref. No. IIB / INST / 1407 2016

Mr. Jinto Joy K.
Kuthoor house.
Chittilappilly(PO)
Thrissur : 680551
Mob: 9495187291
Email:jinto2809@gmail.com

LETTER OF APPOINTMENT

You are hereby appointed as a Faculty in Instrumentation and Automation Engineering based on your personal interview/discussion you had with us and the recommendation of the Director Board of IIB Education Pvt. Ltd. Thrissur

Following are the terms and conditions of your appointment

1. Your date of joining will be on 01 July 2016 (Friday). Your work assignment will be in Thrissur districts as per the batch schedule or as and when required. Normal working hours will be from 09.00 am to 05.00 pm. Sunday will be compulsory working day and you may take one weekly off on some other day with the permission of the company. You are liable to follow the dress code of the company while on duty.
2. Your nature of work will be teaching in Instrumentation and Automation Engineering and all works associated with the respective field as a Faculty and necessary administrative works to provide excellent coaching and guidelines to the students appearing for the course examination.
3. You will be on probation for a period of one year. During the time of probation, if your work is found unsatisfactory, your probation will be extended or you may be terminated from the employment without any further notice.
4. Your salary will be Rs.4000/- (Rs Four thousand) per month, and it will be hiked to Rs. 6000/- (Rs Six thousand) on completion of three months. Further, the hike will be based on your performance. Travelling expense to other districts for company purpose will be reimbursed upon submission of original bills.

Please acknowledge the receipt of this letter by signing below as a token of your acceptance and return a copy for our record.

Best Regards,

[Signature]
General Manager Administration
IIB Education Pvt Ltd
Thrissur:680001

[Signature]
Dr. SURESH K. S. IAS
IIB Education Pvt Ltd
Thrissur:680001
IIB Education Pvt Ltd
Thrissur:680001
IIB Education Pvt Ltd
Thrissur:680001

SL No. (29)

DECLARATION

I hereby accept the offer for appointment as Probationary Security Officer - Scale I from The South Indian Bank Ltd further to the campus recruitment programme held on 28th May 2016 (JECC Campus) and express my willingness to join the bank as soon as I receive the intimation letter after the completion of my B.Tech/ BE course. I also understand that my selection as Probationary Security Officer -Scale I is provisional in nature and is liable to be cancelled/terminated in the event of non-compliance with any of the following terms and conditions:

- 1) Scoring minimum 60% marks separately in all the semesters of B.Tech/ BE (including final examinations) and clears the same in the first chance itself.
- 2) Obtaining satisfactory physical fitness certificate as per Bank's norms after conducting a Physical Fitness Test by a Medical Practitioner of Bank's choice.
- 3) Submitting the original mark lists/certificates (10th Std onwards up to all semesters of B.Tech/ BE) for the verification to confirm that I have complied with the norms and eligibility criteria for the selection process.
- 4) Executing the bond as per Banks norms.

Name of the candidate: JITHESH.V.K

Permanent Address: * ASHWATHI - KONNANATH HOUSE,
NATTIANCHIRA, P.O. CHELAKODE
THRISSUR-DIST, KERALA STATE
PIN - 680587

Name and address of the college institution: JYOTHI ENGINEERING COLLEGE
JYOTHI HILLS, VETTIKATTIRI P.O.
CHERUTHURUTHY, THRISSUR-DIST
KERALA - 679531

Place: CHELAKKARA, THRISSUR

Date: 4th July 2016


Signature

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College

Mail

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More



Search people...

- AAthira ee
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- aswathy rajan
- Della David
- joffyoseph 1011
- Kapil Das
- Ratnan P
- renjini eee
- Reshma RajC

Fwd: South Indian Bank - Final Selection - Congratulations!

Ratnan P

to me, aswathy, akhil

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

From: Placements - Jyothi Engg College <pat@jecc.ac.in>

Date: Sun, Jul 3, 2016 at 8:58 PM

Subject: South Indian Bank - Final Selection - Congratulations!

To: Jithesh Vk <jitheshvk0@gmail.com>

Cc: Rinu Jose <rinujose@jecc.ac.in>, Bineesh M <bineesh@jecc.ac.in>, Anitha Jacob <anithajacob@jecc.ac.in>, Nisha Sherief <nishasherief@jecc.ac.in>, Dipin KrishnanR <dipin@jecc.ac.in>, Kapil Das <kapil@jecc.ac.in>, Bobby Peter <bobypeter@jecc.ac.in>, Thomas Mathew <fr.jojuchiriyankandath@jecc.ac.in>, "Fr.Roy Joseph Vadakkan" <fr.royjos

Bcc to all 2016 passouts

Dear Jithesh,

Congratulations in securing a coveted job (which NITians and IITians) and communication in this regard from SIB this morning. The detail

FOR THE POST OF PROBATIONARY SECURITY OFFICER

SL NO	NAME	COLLEGE
1	JITHESH V K	JYOTHI ENGINEERING COLLEGE

All the very best. This is truly well deserved!

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Jyothi Engineering College
P.O. - 679 531

True Copy Attested

DEPT: PERSONNEL

PER: HRD:123: 2016-17

DATE: 17.10.2016

Mr/Ms. JITHESH V K
C/O Mr. K SUJITH
ASWATHI-KONNANATH (H),
NATTIANCHIRA,
CHELAKODE P O,
THRISSUR 680 587.



Dear Sir/ Madam,

SUB: APPOINTMENT IN THE BANK AS PROBATIONARY SECURITY OFFICER

In continuation to our letter PER: HRD: TRG: 13: 2016-17 dt. 03.10.2016, we are glad to offer you appointment in our Bank as Probationary Security Officer (Scale I).

1. Immediately after completion of the Induction Programme, you are advised to report at the below mentioned branch for one month branch training:

**THE SOUTH INDIAN BANK LTD
BR/OFFICE: RAJAGIRI VALLEY KAKKANAD
GROUND FLOOR, SIB BUILDING,
INFOPARK ROAD, KAKANAD,
RAJAGIRI VALLEY P.O., ERNAKULAM,
KERALA-682039,
Ph: 0484-3939359.**

After Successful completion of one month branch training, you will be posted to:

**THE SOUTH INDIAN BANK LTD
BR/OFFICE: DICT - CMS
3RD FLOOR, SIB BUILDINGS,
NEW INFOPARK ROAD,
RAJAGIRI VALLEY P.O., KAKKANAD,
KOCHI - 682 039,
Ph: 0484-2771300/3939300.**

2. Initially you will be on probation for a period of two (2) years. On successful completion of probation, you will be confirmed in the service of the Bank as Assistant Manager (Security).

During the period of probation, you are expected to acquire sufficient knowledge and experience in Banking. In the event the Bank finds your services unsatisfactory, it reserves the right to extend your probation/terminate your service at its sole discretion.

::2::

3. Please note that you are liable for transfer anywhere in India at the sole discretion of the Bank.

4. Please be informed that your appointment in the Bank will be provisional. It is subject to your passing the prescribed qualification/criteria (mentioned below) and submission of original certificates and mark lists, failing which your appointment will stand cancelled without any prior notice. Please be informed that in case it is later found that you are not possessing the below mentioned qualification/criteria at the time of applying for the post, you will be terminated from the service without prior notice.

Prescribed qualification/criteria:

- X, XII : Minimum of 60% marks
- Graduation: B.Tech/ BE (EEE/ CS/ Instrumentation). First chance pass with minimum 60% of marks in each semester/ trimester exam.
- Age : Not over 25 years as on 31.12.2015 (i.e. those who were born earlier to 01.01.1991 are not eligible)

If it is later found that, you have made concealment of facts/reported false details in the Personal Statement form/ any other document/ certificate, you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinised by the Bank's doctor at Bank's discretion and your appointment in the Bank is provisional subject to your medical fitness for employment in the Bank as assessed by the Bank's doctor. You will be required to undergo medical examination by a doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analysing the medical reports submitted by you.

Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.

5. Further, on joining, you have to execute an agreement to the effect that you will serve the Bank for a minimum period of Three (3) years (active service) from the date of your joining the Bank. In case you leave the service of the Bank before the expiry of the said period, a sum of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only) will have to be paid towards compensation and liquidated damages.

Apart from the above, please note that if you leave or discontinue your service in the Bank without giving notice of three months (continuous service without leave), you will have to pay three months Pay & Allowance, in lieu of the notice period.

..3

::3::

Please note that if you happen to leave the services of the Bank for whatever reasons, the relieving letter will be issued to you only after receiving the entire dues from you including the bond amount and notice period salary if any.

6. During the period of probation, you will be paid salary in the Scale of Pay Rs. 23700- 980/7- 30560- 1145/2- 32850- 1310/7- 42020 and will be eligible for other allowances applicable to the cadre of Probationary Officers- Scale I, as per South Indian Bank Officers' Service Rules. The salary particulars at the 1st stage of the scale will be as follows:

Basic pay	: Rs. 23,700/-
DA	: As per IBA pattern. Currently 45.50 % of Basic Pay (Sept'16).
Special Allowance	: 7.75% of Basic Pay + applicable DA thereon
<u>HRA*</u>	
Rented Accommodation	: Rs.4750/- to Rs.14250/- (Depending upon the place of posting)*
Or	
Fixed HRA	: Maximum 9 % of Basic Pay and Minimum 7 % of Basic Pay
Other Allowance	: Rs.1000/-
CCA*	: Maximum Rs. 870/-
Hill & Fuel Allowance*	: Maximum Rs. 2000/-

*As applicable & varies according to the place of posting

Fresh sanction needs to be obtained for Rented HRA/Fixed HRA/ Fixed Conveyance.

Apart from the above, you are also eligible for the annual medical aid and monthly reimbursement of cost of newspaper, fixed conveyance allowance, entertainment allowance, etc as per the applicable rates.

You will be governed by the "Defined Contributory Pension Scheme" in terms of the Joint Note and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay + D.A) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.

You are advised to apply for NPS through the Bank's HRMSS (Human Resource Management Software Solution) immediately after joining and forward the application to NPS Cell, Marketing Dept. for obtaining your unique PRAN number.

On confirmation, you will be eligible for Leave Fare Concession.

::4::

You may return a copy of this letter duly signed, in token of having accepted the terms and conditions of appointment.

We hope this will be the beginning of a long and rewarding career with us.

With Best Wishes,

Yours faithfully,



(ROY DOMINIC P)
ASSISTANT GENERAL MANAGER

I hereby accept the terms and conditions of appointment.

Signature:

Place :

Date :

- CC: 1. DICT - CMS
2. Branch Rajagiri Valley Kakkanad
3. Personal File.


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, M.A, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science, IT & (AI/ML))

True Copy Attested

Infosys

HOW FAST IS KNOWLEDGE
SHARED BY TRAILERS



HRD/3T/16-17/10918861

Ms. Nimisha Muralceedharan
Candidate ID: 10918861
F - 2, Block - 1, Indus Avenue,
Vyayoor,
Thrissur - 680 010
Kerala

May 27, 2016

Ph: (91) 98462 54334

Dear Nimisha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,


RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by LOBO RICHARD
Date: 2016.05.27 14:24:21 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Page 1 of 8


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
M.E. Engineering College

True Copy Attested

HRD/3T/16-17/10918861

May 27, 2016

Ms. Nimisha Muraleedharan
Candidate ID: 10918861
F - 2, Block - 1, Indus Avenue,
Viyyoor,
Thrissur - 680 010
Kerala

Ph: (91) 98462 54334

Dear Nimisha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **June 27, 2016**.

Location

Training Location- Your reporting location for the foundation training will be Infosys, Mysore Development Centre. However your location of training can be shifted to any one of the other Development Centres of Infosys at any stage during the course of your training. In the event of a change in location, you shall be duly intimated of such change.

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Company Confidential - This communication is confidential between you and Infosys Limited.

Page 2 of 8

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Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College

True Copy Attested

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2016-17 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death, and INR 30,00,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 150.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

[Handwritten signature]

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

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When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2015-2016. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



POWERED BY INTELLIGENCE
DRIVEN BY VALUES

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited.


Page 6 of 8

Dr. SUNNY JOSEPH KALAYATHANKAL
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Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

True Copy Attested

ANNEXURE - I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Nimisha Muraleedharan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				7,730
FIXED DEARNESS ALLOWANCE (FDA)				1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)				11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1,678
MONTHLY GROSS SALARY				21,978
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				88
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)				1,060
GRATUITY - 4.81% of (Basic + FDA)				425
FIXED GROSS SALARY (FGS) (1+2+3)				23,551
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533	
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)				24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)				25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)				27,084
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
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Jyothi Engineering College
Cheruvu, Changanassery, P.O. 688 502

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ANNEXURE- II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Nimisha Muraleedharan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				6,420
FIXED DEARNESS ALLOWANCE (FDA)				1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)				9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1,429
MONTHLY GROSS SALARY				18,226
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				75
3. RETRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)				902
GRATUITY - 4.81% of (Basic + FDA)				362
FIXED GROSS SALARY (FGS) (1+2+3)				19,565
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935	
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)				20,543
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)				21,522
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)				22,500
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				



[Signature]
Dr. SUNNY JOSEPH KALAYATHANKAL
 M.Tech, MCA, M.Sc, M.Phil, B.Ed
 Ph.D (Computer Science), Ph.D (Maths)
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535
S NO: (39)

CHOPPIES

VALUE FOR YOUR MONEY!

CHOPPIES DISTRIBUTION CENTRE

P/BAG 00278
GABORONE
TEL: 6862063
FAX: 6862064

DATE: 02.03.2019

Dear Sir/Madam

TO WHOM IT MAY CONCERN

RE: CONFIRMATION OF EMPLOYMENT


This letter serves to confirm that Mr. NITHISH K S who stays in Maun, Botswana, is employee of Choppies, currently working as Retail manager joined the company on the 14.01.2017.

Yours Faithfully,


Mr. BABURAJ MANIYANGATTIL
CHOPPIES REGIONAL MANAGER

CHOPPIES DISTRIBUTION CENTRE (PTY) LTD
T/A Choppies Super Store Maun
Tribal Lot 540 (Mochimane West Maun)
Private Bag 00278 Gaborone
Tel: 6862063 Fax: 6862064
VAT NO. 002684101112
BRANCH CODE 1050

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M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. 670 501



SL NO: 42

Ref. No. IIB/APPT /COURSE COIN/ 31053016_12

31.05.2016

PREETHA FRANCIS,
CHERUVATHUR (H),
PAVARATTY (PO),
THRISSUR-680507

LETTER OF APPOINTMENT

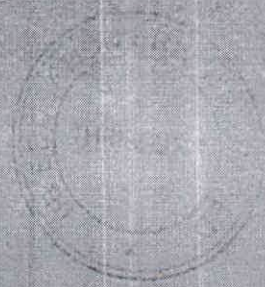
You are hereby appointed as Network Trainer based on your personal interview you had with us and the recommendation of the Director Board of IIB Education Pvt. Ltd., Thrissur.

Following are the terms and conditions of your appointment.

1. Your date of joining will be on 31.05.2016, Tuesday. Normal working hours will be from 09.00 am to 05.00 pm (will change as per the needs of nature of work). Sunday will be your normal weekly off, however, if you are required to work on Sunday as per Company's instruction, you may take one day off in the forthcoming week with Company's permission. Your work assignment will be in Thrissur district. You may be required to travel to other districts in Kerala as may be required by the Company, and the travelling expenses incurred will be reimbursed upon submission of original bills.
2. Your nature of your work will be Faculty Trainer, Network Trainer, Data Entry Operator, tele-calling and counseling the students who join to the courses conducted by the company.
3. The duration of your agreement with us is for 12 Months. You will be on probation during this period. Your monthly stipend will be Rs 2000 (Two thousand) only per month and incentive policy As per the Company Policy. you are not entitled to receive any other allowance. During the time of your tenure if your work is found unsatisfactory, your probation will be extended or you may be terminated from the employment without further notice.
4. The company will bear the exam fee for KELTRON certification of KCE/KSCE and experience certificate from IIB Education Pvt Ltd on completion of one year.
5. Please acknowledge the receipt of this letter by signing below as a token of your acceptance and return a copy for our record.

Best Regards,

General Administrator (Administration)
IIB Education Pvt Ltd
Thrissur 680001



Best Regards,

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

True Copy Attested



ST. XAVIER'S PRIVATE INDUSTRIAL TRAINING INSTITUTE

PULLUR, IRINJALAKUDA, THRISSUR - 680 683, KERALA, INDIA.

Ph : 0480- 2823305, 0480-2821131, 3201929

E-mail :- stxavieritcpullur@yahoo.com WWW. stxavieritipullur.com

DGET - 6 (9) /85 (TC) dated 3-1-1986, DGET - 6 (9) /86-TC dated 5-9-1986,

DGET - 6 (Affiliation) 91/TC dated 22-7-1991, DGET - 6/11/99 - TC dated 20th May 1999,

DGET - 6 /9/205/80-TC (Pt.) dated 23/11/2001 & DGET - 6/9/205/80 - TC dated 12-8-2008.

DGET - 6/9/205/80 - TC dated 07/12/2010

SLNO. 48

Ref. No.

Date.....
01/03/2019

TO WHOM IT MAY CONCERN

This is certify that SMT. ROSMI JAMES working as an Instructor in this training Institute in Lift & Escalator Mechanic trade from 5th January 2017 onwards.



PRINCIPAL
ST. XAVIER'S PRIVATE I.T.I.
PULLUR - 680 683, KERALA

TRADES PERMANENTLY AFFILIATED TO N. C. V. T. GOVERNMENT OF INDIA.

Draughtsman Civil, Electrician, Electronic Mechanic, Fitter, Mechanic Motor Vehicle, Mechanic Diesel, Lift Mechanic

Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed

Ph.D (Computer Science), Ph.D (Maths)

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Scanned with CamScanner

SC NO: 53

November 09, 2016

HRD/3T/16-17/10918928

Ms. Sreelakshmi P
Candidate ID: 10918928
Nadatte House,
Kuttuk PO,
Thrissur - 680 013
Kerala

Ph: (91) 95393 25319

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 12, 2016**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

SUNNY

Dr. **SUNNY JOSEPH KALAYATHANKAL**
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

True Copy Attested

82 : 01 * 02



HRD/3T/16-17/10918928

Ms. Sreelakshmi P
Candidate ID: 10918928
Nadatte House,
Kuttuk PO,
Thrissur - 680 013
Kerala

November 09, 2016

Ph: (91) 95393 25319

Dear Sreelakshmi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.


We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1961PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by LOBO RICHARD
Date: 2016.11.09 14:16:47 +05:30
Reason: Offer Letter
Location: Bangalore


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2015-2016. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

Company Confidential - This communication is confidential between you and Infosys Limited.

Page 5 of 8

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
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This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR


I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

ANNEXURE - 1
(Compensation post Training)

DRIVEN BY VALUES

558

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Sreelakshmi P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88


3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)	24,729		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)	25,906		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)	27,084		

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.


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ANNEXURE- II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sreelakshmi P			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	6,420			
FIXED DEARNESS ALLOWANCE (FDA)	1,100			
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277			
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429			
MONTHLY GROSS SALARY	18,226			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)	902			
GRATUITY - 4.81% of (Basic + FDA)	362			
FIXED GROSS SALARY (FGS) (1+2+3)	19,565			
4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935	
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)	20,543			
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)	21,522			
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)	22,500			
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				



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559
SL NO: (56)

June 29, 2016

Admission to HCL TSS Training Program

Reference ID - HCL/TSS-MAN/0716/865,

Dear Vishnu Vijay,

V/366, HARISREE, LIBERTY STREET, PATTAMBI,
PALAKKAD, KERALA

HCL Training & Staffing Services Private Limited (HCL TSS/Company), (hereinafter referred to as "Company") is pleased to offer you an admission into the 6 months training program (Training Program) commencing on July 22nd, 2016 at location HCL TSS Manesar Training Center.

The 6 months training comprises of first 3 months Class Room Training and next 3 months of Professional Practice Training. You will be paid Rs. 5000 per month for the period of the Professional Practice Term as out of pocket expenses. Your enrollment to the Training Program is subject to the terms and condition as laid down below:

- a) You need to deposit the program fees of INR 2, 50,000/*-, the break up for the same: Initial fee for seat reservation is INR 50,000 to be paid within 3 days of receiving the offer of admission. Balance Fees INR 2, 00,000 on or before the batch registration date in HCL TSS Manesar Training center. *Includes all current applicable taxes.
- b) Submission and verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

On successful completion of the Training Program, the Company will offer you suitable employment with HCL Group, which for the purpose of this agreement shall include HCL TSS/HCL Technologies with annual CTC (Cost to Company) of INR 2.5 Lakhs, comprising salary and all benefits.

Please note that this offer is provisional and subject to payment of the Training Program charges by you, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

This letter supersedes all past communications on this subject.

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You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it to us at offers-tss@hcl.com within 3 working days of the receipt of this letter/communication.

The details terms and condition of admission to this Training Program is outlined in Annexure 1.

Welcome to HCL TSS!

With Best Wishes



Manish Dev
Admissions Office
Manesar Training Centre

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Annexure I

The details of this Admission Offer are as given below:

1. Program Name, Location and Batch

- a. You are offered admission to the HCL TSS Training Program.
- b. The program is being offered at our location HCL TSS Manesar Training Center. The start date of your program for your batch is July 22nd, 2016.

2. Training Program Structure, Duration, Curriculum and Program Completion Requirements

- a. The program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and professional practice training components.
- b. You are expected to dedicate upto 12 hours each day in training programs during the first 3 months and for remaining 3 months during professional practice training term, you are expected to adhere to training timings of TSS/clients.
- c. The curriculum of the program shall include, but is not limited to, content and activities designed to develop technical, professional and communication skills relevant for entry level roles.
- d. These skills shall be delivered through various methods including classroom sessions, field work, practice labs, e-learning, assignments, projects and assessments.
- e. To successfully complete the program, you will have to fulfill following criteria:
 - Maintain a 100% attendance for all training components during the entire duration of the program; exceptions to this requirement will be made solely at the discretion of the Company and only in cases of illness and/or emergencies.
 - Complete 100% of all coursework, assignments, projects and submissions of the same on time and with accuracy quality.
 - Attain a passing grade in all exams & assessments as per criteria defined by the Company.
 - Successfully complete and pass 100% of the external certification requirements as defined by the Company in the first attempt. In case the candidate fails to do so, they will have to undergo the certification and take and successfully pass the external certification examinations at his/her own cost.
 - Successfully complete the Professional Practice Term component of the program to the satisfaction of their reporting manager/s and the Company.
 - Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. These shall be defined by the faculty and are subject to change from time to time at the sole discretion of the Company.

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3. Training Program Fees, Payment schedule and Payment process

Fee Details

Particulars	Fees (Rs.)	Timeline
Initial fee for Seat reservation	50,000 /-*	With Acceptance of Admission Offer
Balance Fees	2,00,000 /-*	In case of loan, all documents to be submitted to bank within 4 days of receiving this letter.
		<i>In case of Direct Payment, To be paid on or before the Batch registration in HCL TSS Manesar Training Center.</i> <i>In case of bank loan, sanction letter should be received by HCL TSS from Bank on or before Batch registration in HCL TSS Manesar Training Center.</i>
Total Payable by you	250,000/-*	
*Includes all current applicable taxes		

Admission is offered on a first come first served basis. You are therefore requested to make the payment of Initial Fee within 3 days of receiving the offer of admission.

The fee can be paid through Demand Draft Payable in the name of "HCL TRAINING & STAFFING SERVICES PRIVATE LIMITED" Payable at Manesar or NEFT Transfer or Direct Cash deposit to Axis Bank branch as per the detailed given below

a) Cash Deposit in Axis Bank Branch in favor of HCL TRAINING & STAFFING SERVICES PRIVATE LIMITED

Account no. – 915020029984575

Bank Name – AXIS BANK LTD

Mention Provisional Offer Letter Reference ID and Transaction ID

b) NEFT Transfer: to the credit of HCL TRAINING & STAFFING SERVICES PRIVATE LIMITED


Account no. – 915020029984575

Bank Name – AXIS BANK LTD

IFSC Code – UTIB0001788

Mention in remarks - Provisional Offer Letter Reference ID

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- c) **Demand Draft:** in favor of HCL TRAINING AND STAFFING SERVICES PRIVATE LIMITED, payable at Noida/Delhi

You are requested to email the scanned copy of your Cash Transfer Receipt/NEFT Transaction ID at offers-tss@hcl.com or call us @ 18001026286 to inform us about the payment details.

4. **Documentation validation and Admission Confirmation**

You have been found eligible for enrolling under this program, based on the information provided by you - your scores in our admission test and personal discussions with you as part of our admission process. The offer is provisional and subject to verification of your academic & professional documents and authentication of the accuracy & correctness of information provided by you in your application form.

You are required to furnish photocopies of the following documents with self-attestation at the time of registration at our Training Center:

- a) Class X and Class XII Mark Sheet & Passing Certificate (5 SETS OF PHOTOCOPIES each)
- b) Graduation Mark Sheet(s) & Degree/ Provisional (5 SETS OF PHOTOCOPIES)
- c) 5 Copies of Photo ID proof, Age and Address of Age Proof (Driving License/PAN CARD (Mandatory)/Passport (Mandatory)/ Birth Certificate/ Aadhar card/ ration card).
- d) 10 Passport Size Photographs of Self
- e) Three photographs of your family members
- f) Latest CV/Resume
- g) Copy of Passport 1st and last pages (if not available- please apply and provide copy of application receipt)
- h) Pan Card (if not available- please apply and provide copy of application receipt)

Kindly bring originals of the above said documents for verification purposes only.

5. **Employment Opportunities after successful Program completion** On successful completion of the Training Program as detailed above, the Company will offer you suitable employment with HCL Group depending upon your suitability of the candidate to the requirements. Candidates will be offered an annual CTC of Rs. 2.5 Lakhs, comprising salary and all benefits.

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6. Insurance Policy

The selected Candidates would be automatically covered under a Hospitalization Insurance, Term Life Insurance and Personal Accident Insurance Policies which will be valid for the duration of their program. The onetime premium for the same would be paid by the Company.

7. Cancellation and Withdrawal of Admission, Voluntary withdrawal by Candidates and Refund Policy

- a. The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:
 - If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
 - If the candidate fails to pay the Program fees as per the timelines defined in point 3 above.
 - If the candidate is found to have committed an act of indiscipline, misbehavior and non-compliance with the rules of the Company.
 - If the candidate fails, at any stage to fulfill the success criteria for the program as detailed in point 2(e) above.
- b. The candidate may withdraw from the program voluntarily at any time during the course of the program by providing a written request to the Company.
- c. In all cases, whether the cancellation is initiated by the Company for reasons stated above or by the candidate voluntarily, the Company clarifies that no refund of fees shall be made to the candidate.

8. Relationship

It is hereby stated and made clear that during the entire period of training, the relationship between parties shall be that of teacher and student and in no case would the candidate deem to be an employee of HCL TSS and no relationship of employer-employee can be deemed to exist anytime during the training period.

9. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by you is an integral part of this present offer to you.

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DECLARATION

I, _____, do hereby, on my own volition, state that I have understood the contents hereof and further declare that I meet the criteria prescribed, for being a part of the HCL TSS Training program, offered by HCL Training & Staffing Services Pvt. Ltd. (hereinafter referred as "Company"), declare and affirm as under:

1. That I have gone through the Offer of Admission along with the terms and conditions, governing this Program, and have understood the contents thereof. I undertake to comply with all the terms and conditions, diligently, shared by the Company from time to time.
2. I understand that I have been offered admission on the basis that the particulars furnished by me in my application, resume or any other document, relating to my qualification/ marks obtained, are factually correct. If, at any time, before or after the start/commencement of the Program, it transpires/ comes to the notice or brought to the knowledge of Company that I/undersigned have made a false/incorrect statement or have not disclosed a material fact or have suppressed some facts, sought from undersigned, which persuaded the authority to admit me for the program, my admission shall be rendered illegal and will be liable to be cancelled forthwith, without seeking any explanation or clarification. I also understand that in such an event, the full fee deposited by me will be forfeited and will not be refunded and I will not be considered for any certifications provided by the Company.
3. I understand that my personal data may be shared by the Company with financing agencies in case I opt to apply for the financial assistance.
4. I have passed my graduation as an Engineer (i.e. B.E/B. Tech) or post-graduation in MCA, M.Tech, M.E with greater than or equal to 60% marks and I have secured greater than or equal to 55% marks in my class 10th and 12th standard final examinations.
5. I understand that the training fee for 6 months Training is INR 250,000/-.
6. I understand that it is a 6 months program. The classroom training of this program will be conducted at HCL TSS Manesar Training Center, Plot No. CP 3, Sector 8, Technopark, IMT Manesar, Gurgaon, Haryana- 122051.
7. I understand that a laptop and data card would be an essential item required for the successful completion of the program, and I will arrange for it on my own.
8. I am expected to clear the final examination and to meet all the set performance evaluation criteria, as may be prescribed by the Company from time to time, before I could be declared successful candidate from the HCL TSS Training Program. I hereby agree and understand that if I don't clear either the final examination or the evaluation criteria, I will be declared unsuccessful in the Program. As a logical corollary, I will not be considered for absorption/ employment by the Company. I further understand that the fee deposited by me will stand forfeited automatically and I will not be considered for any certifications to be provided by the Company.
9. I understand and agree that decision on allocation of specialization tracks will be the sole prerogative of the Company.

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10. I understand and agree that in case I decide to leave the program in the midst of the academic session of the HCL TSS Training Program, the fee deposited by me will be forfeited I will not be considered for any certifications provided by the Company.
11. I understand and agree that my admission in the program shall come to an end automatically, that too, without any notice and any time, in cases the undersigned is found to have indulged in 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 where the admission gets annulled, the full fee deposited by me will be forfeited and will not be refunded and I will not be considered for any certifications provided by the Company.
12. I understand that I will be offered suitable employment with HCL Group on successful completion of the Training Program and depending upon suitability and requirement.
13. I understand that I will be given stipend/out of pocket expenses of Rs.5000 per month during the Professional practice term (practical training).
14. I understand and agree that post Classroom Training, I can be posted (during professional practice term and once deployed) to any location within India or abroad, as per business requirements of the Company. I further understand that, the decision taken by the Company in this regard would be final and binding on me.
15. I understand that my admission to the Program can be cancelled/terminated in case of short attendance, on account of having played truant, and on disciplinary issues.
16. I understand that upon successful completion of program and my selection for employment with HCL Group, I will be on probation for a period of 12 months, from the date of my joining with the Company. I agree and understand that my confirmation to the post/job will be on the basis of my performance during my probation period; and it will not be automatic or with efflux of time. I understand that I will be required to enter into a service agreement for a period of 24 months the details of which will be shared with the final offer letter post successful completion of my training. I understand that I will be required to work in a 24x7 environment and on average 5/6 days a week or as per Company's business requirements. Further, I understand that any of the terms and conditions stated above might change depending on the business requirements.

I make the aforesaid declarations solemnly and sincerely believing the same are true and correct to the best of my knowledge and belief.

Name _____ Signature _____ Date _____

Permanent Address _____

Email ID: _____

Phone No.: (Landline) _____ (Mobile) _____

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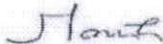
10. **Alteration, Modification of program and Force Majeure events**

The Company retains the right to alter, modify the content and duration of the program as required by its faculty or clients and also any such changes caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it to us at offers-tss@hcl.com within 3 working days of the receipt of this communication. Please remember to quote the reference number mentioned above in all your correspondence with us.

Welcome to HCL TSS!

With Best Wishes



Manish Dev
Admissions Office
Manesar Training Centre

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Annexure III-Bank Loan Option

Congratulations! Subsequent to the completion of our assessment process, we are delighted to inform that you have been provisionally selected for admission to the HCL LEAP offered by HCL Training & Staffing Services Pvt. Ltd.

Loan details for candidates who wish to make LEAP program fee payment through Loan facility

In case if you are looking for financial assistance, we would like to inform you that we have partnered with IDBI and Axis Bank on student loans and you can avail education loan up to maximum INR 2,00,000 from a total LEAP fees of (INR 2, 50,000). If you wish to apply for Education Loan, the HCL Training and Staffing Services team will extend support on your loan processing, provided you fulfil the requirements of Bank (the Funding Organization). Please send your acceptance within the next 24 hours. Upon hearing from you, we would arrange for a Bank Manager from your nearest location to contact you to help you on the loan process.

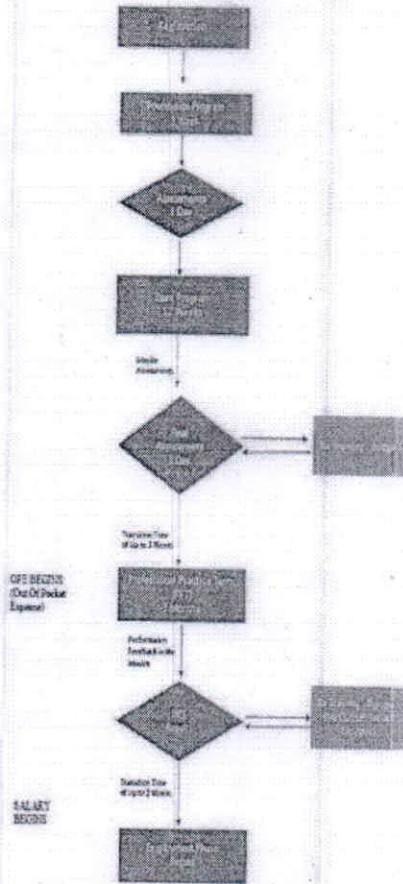
Should you wish to apply for student education loan please feel free to get in touch with us at loan-tss@hcl.com

If you have any query related to Loan Process please contact to our LOAN SPOC Sanjeet Singh at 8527747686 or mail us at loan-tss@hcl.com

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Annexure II



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ANNEXURE
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Annexure III-Bank Loan Option

Congratulations! Subsequent to the completion of our assessment process, we are delighted to inform that you have been provisionally selected for admission to the HCL LEAP offered by HCL Training & Staffing Services Pvt. Ltd.


Loan details for candidates who wish to make LEAP program fee payment through Loan facility

In case if you are looking for financial assistance, we would like to inform you that we have partnered with IDBI and Axis Bank on student loans and you can avail education loan up to maximum INR 2,00,000 from a total LEAP fees of (INR 2, 50,000). If you wish to apply for Education Loan, the HCL Training and Staffing Services team will extend support on your loan processing, provided you fulfil the requirements of Bank (the Funding Organization). Please send your acceptance within the next 24 hours. Upon hearing from you, we would arrange for a Bank Manager from your nearest location to contact you to help you on the loan process.

Should you wish to apply for student education loan please feel free to get in touch with us at loan-tss@hcl.com

If you have any query related to Loan Process please contact to our LOAN SPOC Sanjeet Singh at 8527747686 or mail us at loan-tss@hcl.com

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Easy loan facility for HCL TSS LEAP - IDBI bank

- Candidates can take Loan amount of maximum INR 2,00,000/-
- Rate of Interest 10.60%

Total Fees	INR 2,50,000/-
------------	----------------

The candidate who applies for Loan through IDBI needs to pay INR 50,000/- from his/her Pocket and the remaining amount i.e. INR 2,00,000 can be availed from IDBI Bank as student education loan.

Security

- Either guarantee/ security is mandatory in each case (earning parents/spouse/siblings only, as co-applicants)
- Net worth of the guarantor should be at least equal to the loan amount.
- Letter of Admission of job by HCL TSS

In case of Security:

- In the form of Land/Building. Such security should not be an open plot or agricultural land engaged in cultivation activities.

Or

- Any Fixed Income Security viz. Govt. securities/ Public Sector Bonds, NSC, KVP, LIC policy, debentures, Fixed Deposits with IDBI bank, etc. having fixed returns/ surrender value in the name of student/ parent/ guardian/ Co-applicant(s).
- The minimum value of such security shall be 1.1 times of the loan amount.

Repayment Term

- There will be no moratorium period/ repayment holiday.
- Loan repayment to be completed in Maximum of 84 months after commencement of repayment.

Loan eligibility norms

In the normal full time course, the present/ future income of the student will be looked into where ever required, the means of the spouse/ parents/ guardian could also be taken into account to evaluate repayment capability for the loan.

Documents

- Completed application Form
- A declaration/ affidavit from the borrower confirming that, no educational loans have been availed from other banks.
- Demand Promissory Note

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Applicant

- Age Proof
- ID proof
- Pan Card
- Permanent Address Proof
- Mark sheets of last qualifying examination
- Proof of admission (before disbursement), scholarship, etc.
- Schedule of expenses for the specified course

Co-applicant:

- Age Proof
- ID proof
- Pan Card
- Signature proof
- Permanent Address Proof
- Employment or Business or Income Proof
- Income proof – Only In case income is considered for the purpose of calculation of loan eligibility.

Salaried – If only salary income considered then - Any one of below:-

- last 3 month salary slip (average to be taken)
- Salary Account statement for last 3 months with salary credits.
- If Income in addition to salary like pension, rent, etc. is considered - documentary evidence viz. ITR or bank account statement or rent agreement, etc. To be obtained.
- Self Employed Professional and Self Employed Non Professional – Audited/ CA Certified P & L and BS for last 2 years. In case of small traders/ proprietorship firms if all transactions are reflected in bank statement then, exposure may be considered maximum up to 20% of such transactions in last 12 months (excluding other obligations, if any).

Other Documents

Income Certificate by Competent Authority (Tehsildar and above, BPL Card issuing authority, etc.)
However, if borrower claims reimbursement of travel expenses, self-attested copies of travel documents should be submitted to Bank.

Co-applicant

Co-applicant is mandatory for all the loans

The loan documents should be executed by both, the student and the co-applicant. Parent (if parents deceased, grand-parents) should mandatorily join the loan as a co-applicant.

In case, parents are physically not able to enter into any kind of agreement for Education Loan due to old age or illness or handicap or in case of married applicant, guardian /or any member of the family such as brother, sister, grand-parents, spouse, father-in-law, mother-in-law, uncle and aunt (both maternal and

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ACCEPTANCE NOTE

I, _____ hereby accept the offer of admission to the Training Program, as detailed in the Admission Offer Letter dated _____ offered by HCL Training & Staffing Services Private Limited with

Reference Number _____

Signature _____

Name of the Candidate _____

Name of the parent(s) _____

Permanent Address _____

Email ID: _____


Land Phone: _____

Cellphone: _____

Details of Demand Draft or Cash Transfer Receipt or NEFT Transfer (in favor of 'HCL Training & Staffing Services Private Limited' payable at Noida/Delhi:

S.No.	Receipt or Transaction Number	Date	Amount

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paternal) or any other relative, may join in as a co-applicant provided applicant submits sufficient proof of relationship.

In case, applicant is unable to provide any relative as a co-applicant, Bank may consider and accept a non-relative person as guardian and allow him/ her to join the loan application as a co-applicant. For all purposes, such person shall be treated as co-applicant to the loan and normal credit norms shall be applicable to him/ her.

Age Of Co Applicant

If income is considered- 21 years – 70 Years (at the time of maturity of loan)

If Income of is not considered- Maximum age up to 80 years at the time of maturity of the loan may be considered.

Should you wish to apply for student education loan please feel free to get in touch with us at loan-tss@hcl.com

If you have any query related to Loan Process please contact to our LOAN SPOC Sanjeet Singh at 8527747686 or mail us at loan-tss@hcl.com

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Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Name : Ajis C Shaju
Code : 2965
Blood Group : B+Ve
Emerg. No. : +91- 9633552377

True Copy Attested

This card is valid till employment

Authorised Signatory

STEAG Energy Services (India) Pvt. Ltd.
3 x 660 MW TSPL Thermal Power Plant
Mansa - Talwandi Sabo Road, District Mansa,
Bapawala, Punjab - 151 302 India

STEAG Energy Services (India) Pvt. Ltd. | Bangalore - 560 001 | India

Mr. Ajis C Shaju
Chowdloor House
Diet Thrissur
Kottappad - 680505
Kerala

Kota Bharanprakash
Director (Technical)

Phone: +91 120 4625 000
Fax: +91 120 4625 100

k.bharanprakash@steag.in

Tel: +91 - 0487 - 2652526 / 9633552377

APPOINTMENT LETTER (Private & Confidential)

February 8, 2018

Dear Mr. Shaju,

Subsequent to the successful training you have undergone in our Company, we are pleased to appoint you in our Company on the following terms and conditions which will supersede your earlier Trainee Appointment Letter dated August 2, 2017.

1. Personal Details

Full Name	Ajis C Shaju
Date of Birth	10.06.1994
Qualification	B. Tech (Mechanical)
Date of Joining	1 st January 2018
Designation	Engineer

2. Duties and Responsibilities

You will be assigned specific tasks by your immediate supervisor related to Operation & Maintenance area of Power Plants or any other responsibilities which may be assigned to you from time to time. In addition, the Company's general organizational and safety rules and regulations, as may be amended from time to time, shall apply.

3. Payments

3.1 Monthly Payments

3.1.1 Basic Salary	₹	11,470
3.1.2 House Rent Allowance	₹	5,162
3.1.3 Project Allowance	₹	2,868
3.1.4 Conveyance	₹	1,600
3.1.5 Employers contribution to provident fund	₹	1,367

STEAG Energy Services
(India) Pvt. Ltd.

Corporate Office

A-2nd Sector - 15
Node - 201/301
India
Phone: +91 120 4625 000
Fax: +91 120 4625 100
www.steag.in

Board of Directors

Dr. Wolfgang Biersack
B.P. Rao, Managing Director
Bharanprakash Kota
Achim Nietzsche
Dr. Ralf Schele
Ulrich Siegel
Dr. Jacob T. Verghese

Registered Office
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

Bhagat Cinema Place
New Delhi - 110 066
India

CIN: U31101OL2005PTC128524

True Copy Attested

Handwritten signature
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

Date : 30.NOVEMBER.2018

Place: Mundur

TO WHOMSOEVER IT MAY CONCERN

Certified that, Mr. Anson S Kavalakkat S/o Mr. Sajan A Kavalakkat, with permanent address of Kavalakkat House, P O K A U, Thrissur, kerala-650656 was employed with Hailstone innovations Pvt Ltd

Mr. Anson S Kavalakkat worked as Production Engineer, from 15 May 2016, and is a responsible, hard working and honest person. Anson S Kavalakkat, has been relieved from his service on 31 October 2018 up on his own request Due to his skills, commitment and continued hard work. We wish him success in his ambitions

Regards,

For Hailstone Innovations Pvt Ltd

Manager- HR And Administration

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed

Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL

Jyothi Engineering College

Cheruthuruthy P.O.- 679 531

Ayyankunnu Industrial Estate, Mundur P. O., Thrissur, Kerala - 680 541

Ph: +91 487 2386715, Mob: +91 8129820992

www.hailstonein.com, enquiry@hailstonein.com, services@hailstonein.com

GST No.: 32AACCT7519E1ZK, IEC No. 1009001540





Ref no STI/EXP/141/18-19

DATE: 20/09/2018

TO WHOM IT MAY CONCERN

I hereby certify that the person named Mr. Anson T Anto, Thaliyaparambil House, P.O. Varandarappilly, Thrissur - 680 507 was employed by our company, M/S SpectraTECH Innovations, Marathakara, Thrissur, as a Sales Engineer, during the period starting from May 10th 2018 to Sept 10th 2018.

During his tenure in the office with our organization, he participated in performing the work with determination and sincerity. As we observed, he was an active and very qualified person and he could perform all of assigned tasks effectively. Besides, in my opinion, he was a motivated, devoted, professional, hard working, and innovative person. He contributed much to our organizational goals and targets and his performance was proven to be among the most effective in our organization.

Moreover, Mr. Anson T Anto demonstrated excellent behavior and attitude during his service with us. We found he was sincere, helpful, reliable, social. He was also a pleasant person to talk and work within a team.

His decision to leave our organization was his sole decision, however, we still hope he will succeed in any path of career.

True Copy Attested

Yours faithfully,

For SPECTRATECH INNOVATIONS



Sunny Joseph Kalayathankal
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Government of Sharjah
Mushayakh Free Zone Authority
P.O. Box 10000, Sharjah, U.A.E.



حكومة الشارقة
مناطق الحرة
ص.ب. 10000، الشارقة، الإمارات العربية المتحدة

LABOUR CARD / بطاقة العمل

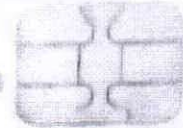


113010101
(1362)-0120

الإسم: أرجون بابو تشاندرا بابو بونچايل
NAME: ARJUN BABU CHANDRA BABU PUNCHAYIL

NATIONALITY: INDIA

الجنسية



اسم الشركة: شركة أوكسجين للشارقة
COMPANY: SHARJAH OXYGEN COMPANY

مدير الموارد البشرية

True Copy Attested

Sunny Joseph
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

HRD/RELVLTR/20-21/756216

June 9, 2020

Mr. Arun Madayil Krishnankutty Nair
Employee No. 756216

Dear Arun,

With reference to your decision to resign from Infosys Limited ("Company" hereafter) and your resignation letter dated March 5, 2020, we are in acceptance of the same and you are relieved of your duties and responsibilities from the closing hours of May 26, 2020.

Your service record is as follows:

Name	Arun Madayil Krishnankutty Nair
Last Role Designation	Senior Systems Engineer
Last Role	Systems Engineer
Date of Joining	February 27, 2017
Date of Leaving	May 26, 2020

We draw your attention to your continuing obligation of confidentiality with respect to any proprietary and confidential information of the Company that you may have had access to during the course of your employment.


Thank you for your contribution to Infosys and wishing you the best!

True Copy Attested

For Infosys Limited



Richard Lobo
EVP and Head Human Resources - Infosys Limited


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc., M.Phil., B.Ed.
Ph.D. (Computer Science), Ph.D. (Maths)
PRINCIPAL
Jyothi Engineering College

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T : 91 80 2852 0261
F : 91 80 2852 0362
askus@infosys.com
www.infosys.com



RAMAN CONSULTANCY SERVICES

QUALITY MANAGEMENT . TRAININGS, HUMAN RESOURCE . FINANCIAL SERVICES
A5/65, BDA FLATS, DOMLUR 2 ND STAGE BANGALORE - 560 071
MOBILE - +91 9243472224 E MAIL: ksrinivasan66@gmail.com

LETTER OF APPOINTMENT

Mr. Azhar Hassan.K.A.

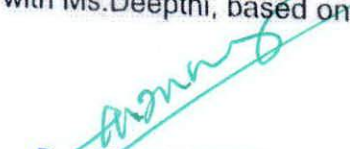
Thrissur

Dear Mr. Azhar Hassan.K.A,

With reference to your CV and the subsequent interview you had with us, we are pleased to offer you an appointment at Raman Consultancy Services as "**Consultant**" w.e.f 22-11-18 on the following terms and conditions..

- You will be on a committed contract for a period of 6 months from the date of joining, after which your services may continue with RCS or you may be employed at the company you are working, depending on the situation and need.
- You will not disclose any details of work including the salary to any one inside and outside the company or to the employees of the company where you are placed for providing service
- Your timings will be from 9-00 am to 5-30 pm (or as per the Company Timings) for 6 working days in a week. The Leaves may be availed on mutual consent although there are no fixed leave conditions unlike other manufacturing companies.
- You will be paid Rs. 22,000 (Twenty Two Thousand Only) per month, which is inclusive of all allowances. The Professional Charges will be reviewed after 6 Months of your satisfactory performance.
- You will have to sign an NDA with the company as you will be handling lot of confidential data for the company you work, at the time of joining.
- Presently You will be placed at SHEEN ELECTROPLATER -JIGANI as a working consultant and you will be reporting to Ms.Deepthi on the Day to Day work to be carried out for any activity based on your competence. The Roles and responsibilities will be defined by the company on your joining. You will be entitled for Free Breakfast and Lunch at the company, however the accommodation has to be taken care by you. You may avail the company Transport after discussion with Ms.Deepthi, based on the need.

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



RAMAN CONSULTANCY SERVICES

QUALITY MANAGEMENT TRAININGS, HUMAN RESOURCE FINANCIAL SERVICES
A5/65, BDA FLATS, DOMLUR 2 ND STAGE BANGALORE - 560 071
MOBILE - +91 9243472224 E MAIL: ksrinivasan66@gmail.com

- You may be asked to work in any other company on need basis for a short term or long term based on the needs and if it is out of Bangalore you may be considered for the Travel and other expenses to be paid by RCS.
- You will be provided the VOLVO Bus Fare . 3rd AC Train Fare from Thrissur for your first arrival to Bangalore by the company based on your confirmation date for Joining
- You may terminate the services of contract with a prior one month notice
- Please sign the duplicate copy of this offer letter as an acceptance and mail me


RAMAN CONSULTANCY SERVICES.

CHIEF CONSULTANT

Dated : 1-11-18

Place : Bangalore

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

United National Factory Co. for the Fiberglass - L.L.C
Sohar Industrial Area – Al Batinah Region
Plot No. 5046 – 5050 Phase 7
Sultanate of Oman



شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م
صحرار الصناعية – منطقة الباطنة
قطعة رقم 5046 – 5050 المرحلة السابعة
سلطنة عمان

UNFCF/FMT/0109/2015
Date: 11-11-2015
Page-1 of 1

Dear Mr. Charles Jacob,

UNFCF Company is pleased to offer you a position in our company, from the date specified by the management. Your skills and knowledge will be an ideal fit for our ED Program (Engineering Development Program). As mentioned before this program is a step toward your future.

If you choose to accept this job offer, please reply back by e-mail for your acceptance of this job offer to me at your earliest convenience. When your acknowledgement has been received, we will send you, our offer plus employee benefit enrollment forms and employee contract which will have the details of our benefit plans and process. Hopefully we will hear from you soon.

We look forward to welcoming you to our family, UNFCF United National Factory Company for the Fiberglass L.L.C. team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Abbas Assadi
General Manager
For United National Factory Company for the fiberglass L.L.C.

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531



BFW



COLIN VARGHESE
EMP CODE : 4827

Bharat Fritz Werner Limited
Off Tumkur Road, Bengaluru - 560022
(080) 28395745/39821100
website: www.bfwindia.com



Sunny

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D.(Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

VTS



Name : David Babu

Emp ID : 1364

Department : Sales

amur

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Irothi Engineering College

True Copy Attested

Mr./ Ms. DERICK PAUL K
C/o Mr. T J PAUL
KOLLANNUR THARAYIL HOUSE,
KOTTEKAD,
KUTTUR P.O.,
THRISSUR- 680013

Dear Sir/ Madam,

SUB: OFFER FOR APPOINTMENT IN THE BANK AS PROBATIONARY CLERK

We are glad to inform you that you have come out successful in the Online Test and Personal Interview held for the recruitment of Probationary Clerks for the state of Kerala. In this regard, we have pleasure in inviting you for an induction training programme. You are therefore advised to report on **30.04.2018** at **09:00 AM** for completion of the joining formalities & induction training programme at your own expense at:

THE SOUTH INDIAN BANK LTD.
STAFF TRAINING COLLEGE
3RD & 4TH FLOORS, SIB BUILDING,
ROUND SOUTH, THRISSUR - 680 001

The duration of the programme will be **6 days** and the same will conclude on **05.05.2018**. Your accommodation will be arranged by the Bank from the evening of **29.04.2018**. The details of the accommodation will be intimated to you in due course. In case you do not report for the induction programme on **30.04.2018**, your selection for the post of Probationary Clerk will stand nullified and your name will be removed from the select list.

Submission of original documents/ credentials

You are required to produce the following while reporting, on failure of which the offer given to you will be treated as withdrawn.

- Your educational qualification certificates and mark lists in original (X std onwards up to final year Degree/PG mark-lists & certificate) along with one self attested Xerox copy thereof. You have to keep with you the attested copies of original certificates. The original certificates will be returned to you normally on your completion of 3 years of active service in the Bank.
- Your SSLC/ Matriculation/ Higher Secondary Certificate for verifying the date of birth along with one self attested xerox copy of the respective page showing the date of birth.
- Relieving certificate from your present/previous employer, if you are/were employed.
- Three latest passport size photographs.
- A proof certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.

...2


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

True Copy Attested



AEC DIGITAL



Jain Varghese

Employee Code : 00105
Blood Group : A-
Emergency Contact No : 9349868507

AEC Digital Studio Pvt. Ltd.

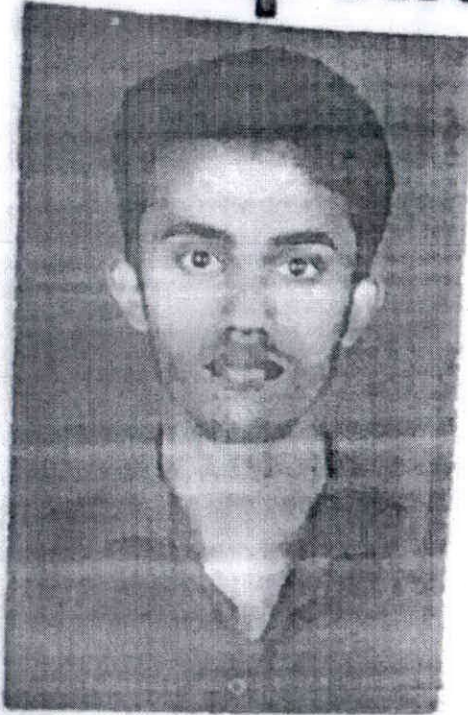
Level 9, Spaze I-Tech Park,
Tower A1, Sector 49, Sohna Road,
Gurgaon 122018, INDIA

Tel.: +91-124-6768701

True Copy Attested

JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL

apollo APOLLO TYRES LTD.



P.O. Perambra - 680 689, Thrissur Dist., Kerala
Tel : (0480) 2725901-09, Fax : 91-480-2725922

ID/ATTENDANCE CARD

Name: *Lithin Paul Aklava*

Clock No : *A4 594*

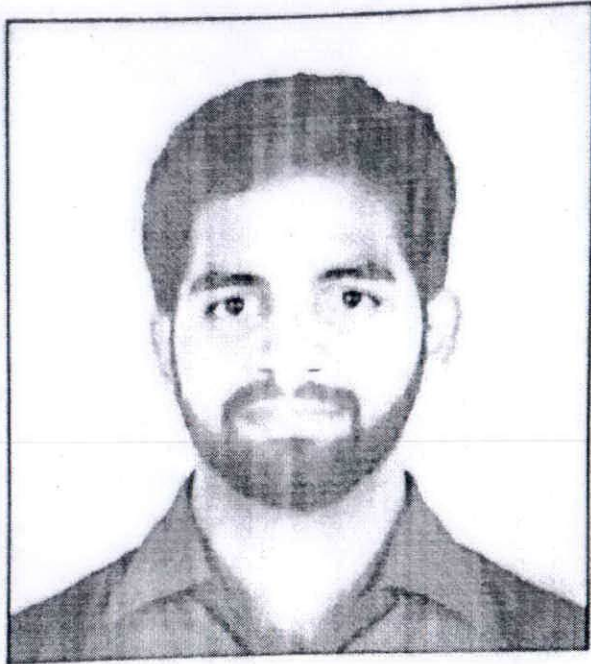
Employee's Signature

[Handwritten Signature]
Issuing Authority

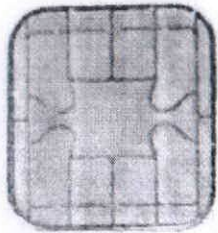
True Copy Attested

[Handwritten Signature]
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531

Infosys



Joel Manjaly
755389



True Copy Attested

Asmkh

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

United National Factory Co. for the Fiberglass - L.L.C.
Sohar Industrial Area - Al Batinah Region
Plot No. 5046 - 5050 Phase 7
Sultanate of Oman



شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م.
محلر الصناعية - منطقة البطنة
قطعة رقم 5046 - 5050 المرحلة السابعة
سلطنة عمان

UNFCF/FMT/0105/2015

Date: 11-11-2015

Page-1 of 1

Dear Mr. Joemon Benny,

UNFCF Company is pleased to offer you a position in our company, from the date specified by the management. Your skills and knowledge will be an ideal fit for our ED Program (Engineering Development Program). As mentioned before this program is a step toward your future.

If you choose to accept this job offer, please reply back by e-mail for your acceptance of this job offer to me at your earliest convenience. When your acknowledgement has been received, we will send you, our offer plus employee benefit enrollment forms and employee contract which will have the details of our benefit plans and process. Hopefully we will hear from you soon.


We look forward to welcoming you to our family, UNFCF United National Factory Company for the Fiberglass L.L.C. team.

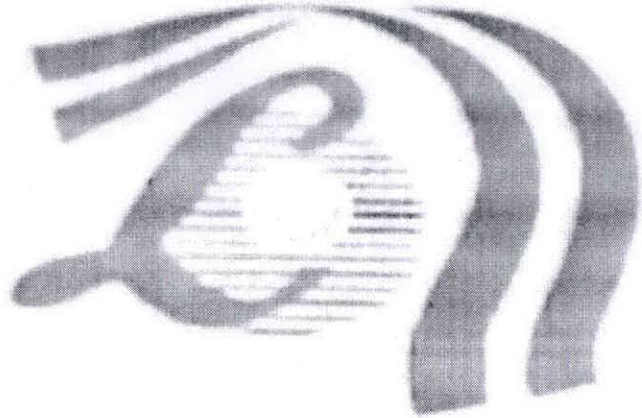
Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Abbas Assadi
General Manager
For United National Factory Company for the fiberglass L.L.C.

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531



Jyothi Engineering College

True Copy Attested

Sunny Joseph
Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
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PRINCIPAL
Jyothi Engineering College
Cherthuruthy P.O.- 679 531



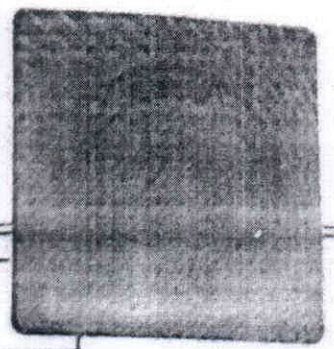
Jose Knight Thattil
Emp ID : 412893
Mechanical Engineer
Sultanate of Oman

576



COCHIN PORT TRUST

TEMP. ENTRY PERMIT



Name	JUDE JOSEPH		
DOB	06/12/1994	Age	22
	201705040006		
Dsgn.	TRAINEE		
Org.	JYOTHI		
Area.	ALL PORT AREA		
ID Mrk.	B/M ON L/PALM		
From	04/05/2017	To	03/08/2017



CISF

Sunny

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531

True Copy Attested

JASRA ENGINEERING LLC

10/11 Vankatesan Street, Medavakkam,
Chennai-600 010 PIN: 044304124502

IDENTITY CARD



Name : JUSTIN.P.T
Desig : QUALITY INSPECTOR
EMP : 45040
Phone : 9961894393

Issuing Authority

A handwritten signature in black ink, appearing to be 'Justin P.T.', written over a horizontal line.

True Copy Attested

A handwritten signature in green ink, appearing to be 'Sunny', written over a horizontal line.

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

INITIOSYS

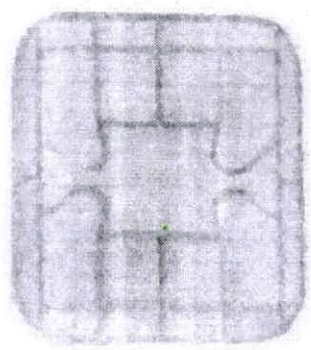
520



Karthik R

756219

True Copy Attested



amw

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531



KIRAN B CHAIRAYATH
SECURITY & CONTROL

Emp ID : 00033686
Blood Group : AB +ve
Emergency : 9447308220
Contact No.

True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed.
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531

Infosys

1

HRD/3T/16-17/10918494

June 05, 2016

Mr. Krishnadas M
Candidate ID: 10918494
Athemkavil House,
Kollengattukara,
Choolissery - 680 541
Kerala

Ph: (91) 98958 12609

Dear Krishnadas,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited (the 'Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company.

Your offer of employment is conditioned upon your successful completion of a background and reference check, your execution of certain agreements, your submitting the relevant documents, and other internal approvals.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc. Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all studies, course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com


Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

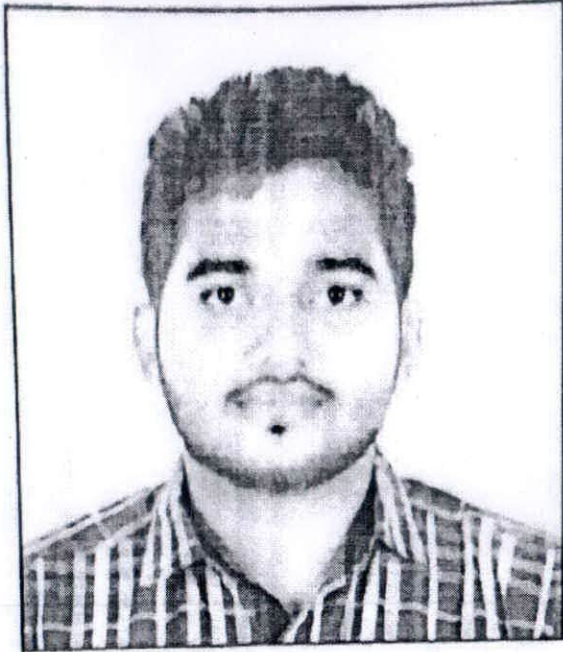
RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD
Date: 2016.06.03 11:36:56 +05:30
Reason: Letter of Intent
Location: Bangalore

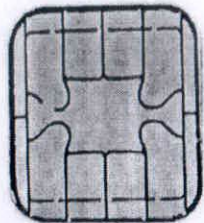
True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
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PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O. - 679 531


Infosys



Nidhin Joy
758156



True Copy Attested


Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.- 679 531

Kadco™

EMPOWERING
THE NEXT GENERATION

NITHIL. E. S

Sales & Service Engineer

Phone : **+91 7356 254 440**

Email : **03kadco@gmail.com**

Website : **www.kadcoindia.com**

KADCO SYSTEMS

Kadavy Enclave, Sree Lakshmi Narayana Palace

3rd Floor, Casino Complex, Thrissur - 21, Kerala

Off : +91 487 2440679, Mob : +91 7356 254 440

info@kadcosystems.com, www.kadcosystems.com

Regional Office :

No.3-C, Swaraj Building,

MES Road, Muthyalanagar, on Ring Road

Bengaluru - 54, Karnataka - India

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Sunny Joseph
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Ph.D (Computer Science), Ph.D (Maths)
PRINCIPAL
Jyothi Engineering College
Cheruthuruthy P.O.-679 531



S.K. Singh 99090-50523, 92747-30489
R.K. Singh 92749-65722, 92560-14168

R.N. Construction

PIPING, STRUCTURAL, EQUIPMENT & CIVIL WORKS

Head Office : A-6, Ambika Park Society, B/H. Petrofils Bus Stop, Refinery Road, Gorwa, Baroda (GUJARAT) Pin -390016.
Email : rnconstruction19@gmail.com, Ph. : 0265-2971667

Ref. No.

Date : 30/04/2017

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **MR. NOBLE JOY, S/o C.T. JOY** has been working with **R.N. CONSTRUCTION** Service for **Larsen & Toubro Ltd.** as "**QA/QC ENGINEER**" for **Reliance Industries Ltd. J3 Project Jamnagar Gujarat** from 10/07/2016 to 30/04/2017.

We found him honest, sincere and hardworking in carrying out his duties in entire project, we wish him best wishes for his future endeavor.

Sunny
30/04/2017



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Rambaran
Dr. **SUNNY JOSEPH KALAYATHANKAL**
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Jyothi Engineering College
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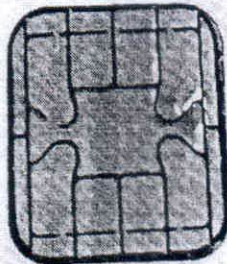
SITE OFFICE : R.N. Construction. C/o Rambaran Varma. House No. : 2047. Deulvadi, Kamtha Road (Vilavnagar).

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Prasobh P

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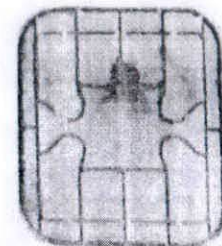
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Ramanathan R
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amr
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587

KERALA AGRO MACHINERY CORPORATION LIMITED

(A Government of Kerala Undertaking)
Phone Nos: 0484-247 4301 (5 lines)
Head. Office: Athani - 683 585, Ernakulam Dist

R.F. KB2 231 1429
05-07-2017

Mr. Raymond Joy
Konengadan House
Teachers Avenue, Elthuruth P O
Thrissur - 680 611.

Sir/Madam

Sub:- Appointment of apprentice as per the Apprentices (Amendment) Act, 1973

As per the Interview held on 14-06-2017, you have been selected for training as an apprentice in the subject field of **Graduate in Mechanical Engineering** on the following terms and conditions:

1. You will have to undergo Apprenticeship in our factory at Athani for a period of one year.
2. Your Apprenticeship with this Corporation would be governed by the Contract of Apprenticeship a copy of which is enclosed for your perusal.
3. During the period of your Apprenticeship, you will be paid stipend @ Rs.10,000.00 per mensem
4. While reporting for Apprenticeship, you should produce the following documents.
 - (i) Discharge Certificate in original from your present employer, if any.
 - (ii) Original Certificates to prove your qualification.
 - (iii) Certificate from a Gazetted Officer of Central / State Govt. testifying your Character and conduct.
 - (iv) A recent medical certificate from a Government Assistant Surgeon as to the status of your health and freedom from any incapacitating disease or infirmity.
 - (v) The enclosed attestation form duly completed.
 - (vi) Three copies of your recent photograph in passport size.
5. You will have to make your own conveyance arrangements to and from the place of work.
6. Before joining for Apprenticeship training, you have to sign the enclosed contract of apprenticeship and contract registration card along with a Surety. You are therefore, requested to send the enclosed Surety's Declaration form duly completed by your surety along with his salary certificate. After we approve the surety, the surety and yourself may sign the contract and contract registration card in the presence of a Gazetted Officer in which case, the seal of the Gazetted Officer should be affixed on the agreement, and if this is not possible in the presence of the undersigned. The salary certificate of the surety duly attesting his/her signature may also be produced.
7. Your appointment as an apprentice is subject to valid registration of your agreement with the State/Central Apprenticeship Advisor.

You are advised to report before the undersigned at the Registered Office of this Corporation at Athani near Aluva for Apprenticeship training on or before 19.07.2017. If you fail to report for training within the stipulated date this order will stand cancelled without any further notice to you.

Yours faithfully,

For KERALA AGRO MACHINERY CORPN. LTD.,


GENERAL MANAGER (H.R.)/c.

Encl:-As above


Dr. SUNNY JOSEPH KALAYATHANKAL
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C

**Contractor : M/s. Gcpinath Engg
Co Pvt Ltd**

Phone No. : 022-21026842

Name of : Md Sajjad Firoz

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Validity of

Card From : 28/02/2017

To : 28/02/2018

Blood Grp : B+ve

CARD NO : 5728

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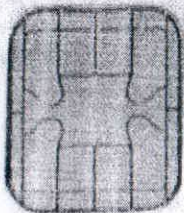
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Sunny Joseph Kalayathankal
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AKG VAYANASALA CROSS ROAD
CHAKKARAPARAMBU, THAMMANAM
COCHIN - 682018, ERANAKULAM

NAME : STEVEN ANTO
DESIGNATION : SR ASST MAINT. MECHANIC
TRAINEE

EMPLOYEE CODE : 124H9Z

AUTHORISED
SIGNATURE

BLOOD GROUP : OIVE

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OFFICE NO : 0484 2806021, 09946107179

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592

JBM Group

JBM Auto System Private Limited

Plot No.RNS-1, Renault Nissan Supplier's Park,
SIPCOT Industrial Growth Center Chennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist,
Tamilnadu-603 109. Phone Number: 67201127
Regn. No. : km 8782



Name

: VIKRAM NARGHE

Emp. No.

: 839

Designation:

GE

Department:

R.E

Sign. of Holder

Issuing Authority

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
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United National Factory Co. for the Fiberglass - L.L.C
Sohar Industrial Area - Al Batinah Region
Plot No. 5046 - 5050 Phase 7
Sultanate of Oman



شركة المصنع الوطني المتحد للفيبرجلاس - ش.م.م
صهار الصناعية - منطقة الباطنة
قطعة رقم 5046 - 5050 المرحلة السابعة
سلطنة عمان

UNFCF/FMT/0100/2015
Date: 11-11-2015
Page-1 of 1

Dear Mr. Arun. K,

UNFCF Company is pleased to offer you a position in our company, from the date specified by the management. Your skills and knowledge will be an ideal fit for our ED Program (Engineering Development Program). As mentioned before this program is a step toward your future.

If you choose to accept this job offer, please reply back by e-mail for your acceptance of this job offer to me at your earliest convenience. When your acknowledgement has been received, we will send you, our offer plus employee benefit enrollment forms and employee contract which will have the details of our benefit plans and process. Hopefully we will hear from you soon.

We look forward to welcoming you to our family, UNFCF United National Factory Company for the Fiberglass L.L.C. team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Abbas Assadi
General Manager
For United National Factory Company for the fiberglass L.L.C.

Dr. SUNNY JOSEPH KALAYATHANKAL
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AJL JOHNSON
MARINE SURVEYOR

DANFORTH
MARINE SERVICES LLC

+971 52 7232171
info@danforthmarine.com



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Amal

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