

OFFER LETTER - STRICTLY PRIVATE AND CONFIDENTIAL

Subject: Letter of Offer

Name: Ms. Jintu Rose Thomas

Dated: 21-06-2018

We are pleased to offer you the position of Auto CAD Designer based at Bangalore on the following terms and conditions.

- 1. You will be paid monthly salary of Rs. 10,000/- (Ten Thousand only) as per the company norms.
- Your start date for employment will be from the date of joining <u>21-06-2018</u> and Confirmation of this
 date should be made at the earliest.
- 3. You will be required to work in alternative shift, the timings which are <u>from 10:00 a.m. to 6:30 p.m.</u> and different shift timing, as per company needs and would be applicable in the near future. Candidates working in the night shift would be applicable for night shift allowance. You will work for six days a week. These timings would be subjected to variation as required by the company in the near future.
- 4. The first Six Months of your employment will constitute a learning period to determine your ability to learn and perform as an <u>Auto CAD Designer</u>. This may be extended at the discretion of the management for such period or periods as may be deemed necessary. After successful completion of your probationary period, you will be eligible for the full range of benefits provided by the company.
- 5. You will report to the designated Team Leader, who will provide you with all the inputs required.
- 6. You will be entitled to become a member of provident fund as per provident Fund rules and necessary deductions will be made from your salary towards your contribution and the company will also make its contribution towards PF, as deemed after probationary period.
- 7. During your probationary period you will not be entitled for any leaves and as to company practices.
- 8. You shall execute a service and/or Commitment-To-Work Agreement for a period of SIX Attested MONTHS ATLEAST.
- While in our service you shall not seek or apply for any regular/part-time employment without permission in writing from the management.

No.13, NAMB ARCADE, 3rd FLOOR, ABOVE FEDERAL BANK, BANASWADI, BANGALORE, 50043, B.Ed Contact us: 8105577735 MAIL US:contact@fixxgroup.com VISIT US: DVOS fixer out the first ce), Ph.D (Maths)

PRINCIPAL

Jyothi Engineering College

Cheruthuruthy P.O.- 679 521



- 10. You shall not disclose any information regarding the affairs of the company, which comes to your knowledge during the period of services, the disclosure of which is likely to be prejudicial to the company.
- 11. Further, you are required to fulfill the following pre-employment formalities:
 - a. · Certified copies academic qualifications mentioned in your resume.
 - b. Submission of relieving letter in original from your previous employer, if any.
 - c. A Satisfactory proof of date of birth.
 - d. 5 Passport size photographs and 2 stamp size photographs.
 - e. Address proof.
 - f. Proof of your blood group.
- 12. Other terms and conditions are set out in the letters, which will be made available to you. You shall bind yourself to follow the rules and your regulations of the company as issued from time to time and presently in force.

Please sign and return the enclosed copy of this letter to signify your acceptance of the position.

Your dedication and knowledge with acquired experience here at FIXX GROUP will ensure that we make a positive start in our new venture, and we know that you will make a valuable contribution to our company as we go forward.

True Copy Attested

We look forward to welcoming you.

Yours Sincerely,

For FIXX GROUP

Mr. Prem Kumar. R

Director

* OF THE STATE OF

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

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

PRINCIPAL Jvothi Engineering Col

Cheruthuruth Mso Jintu Rose Thomas

Acceptance Signature

Joyalukkas



JERRY THATHATHA

JAT17J00089

DATE OF JOINING 01-11-2017

DEPARTMENT True Copy Attested
CONSTRUCTIONS grown of

Ph.D (Gont Phillipped)

Ph.D (Gont Phillipped)

Ph.D (Gont Phillipped)

Phillipped

Cheromanny P.O. 679 531

Cheromanny P.O. 679 531

www.joyalukkas.com



Appointment Letter

To John Jerry Thazhatha

Sub: Appointment for the post of Site Supervisor

Dear John Jerry Thazhatha

This is with reference to your application and the subsequent interview, you had with us. We are pleased to appoint you with doyalukkas India Pvt. Ltd. as Site Supervisor w.ef. 01/11/2017 on the following terms & conditions:-

- You have to report to the Manager designated at the branch and a job description for the post would be given to you.
- You will be entitle to a monthly salary of Rs.15000/-(All Inclusive).
- Your salary will be reviewed on April 18 of every year, or at such other time as the Management may decide. Salary revisions are discretionary of the management and will be subject to, and on the basis of, effective performance and results.
- You will be on probation for a period of six months from the date of your appointment and satisfactory completion of six months you will be regularized. During probation your work, attendance & conduct will be scrutinized and your services can be terminated without assigning any reason or notice thereof.
- You are eligible for PF, ESI, Bonus, Gratuity, etc. as per the Act applicable. You are also eligible for all the benefits provided by the management as per the rule of the company.
- You are to obey all the corporate rules and policies of the company with respect to your work. If found otherwise the Management reserves the right to take any action deemed fit.
- Your work time would be intimated to you subsequently and your service is liable to be transferred for work in any department/anywhere in India as and when required by the company.
- In order to resign from the service during probation, one month prior notice or one month salary is to be served to the company.
- After the probation, your service may be terminated on either side by giving one month's prior notice or salary in lieu thereof.
- As per the company policy your retirement age is fixed as 59 years which is subjected to amendments. On retirement the settlement will be done on the following March 31st.
- You shall not include in any sort of work outside the premises of Joyalukous India Privaty Attested Limited. If found otherwise the management reserves the right to take any action deemed hit.

Please confirm your acceptance by signing this letter.

Best Wishes

Joseph Christo Dy. General Manager- HR

anth

I hereby confirm my acceptance of the offer and I will join on . 1. / 1. / 1. 7

Sign

Name & Date : JOHN JERRY THAZHATHA

Regd. Office: Joyalukkas India Privare Limited, Marine Orive, Rochi, India 682 GSL. Tot. 0484-2585035, Fax: 0484-7585052, us. Laboration rights?

MATHAI MATHEW ARCHITECTS

5TH FLOOR, ALPHA PLAZA K.P. VALLON ROAD, KADAVANTHRA COCHIN -682 020

PHONE: (0484) 2316214, 2315986 EMAIL: mathaiarch@gmail.com

14.11, 2018

CERTIFICATE

This is to certify that Skaria George, is working with our firm Mathai Mathew Architects from 12.06.2017 as Site Engineer.

Mathai-Mathew

MATHAMATHEW 8 ARCH, ALLA, REDISTERED ARCHITECT REG, No. CA/84/8283

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

True Copy Attested



Offer of Appointment as Probationary Clerk- (Please confirm your participation by reply mail)

1 message

HR - TAD (Postings) <postings@federalbank.co.in> To: manucpaul028@gmail.com < manucpaul028@gmail.com >

Mon, 21 Aug 2017 at 22:34



HR TALENT ACQUISITION & DEPLOYMENT

HR TAD/B/ PR-36444/PC/A-226 /75000/2017-18

21st August 2017

Hearty Welcome!

Dear Manu C Paul,

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

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

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

Wishing you all success,

Yours Sincerely,

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

emus

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

John P J

Deputy Vice President (HR)

To

Shri.Manu C Paul

Chowalloor House

Brahmakulam P 0

Kerala-680104

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

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

Frue 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

Offer of appointment to Shri. Manu C Paul as Clerk

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

Place of Posting

Your initial place of posting will be intimated to you during the period of Orientation Programme.

Orientation programme/ Date of joining

Please report at Federal Knowledge & Development Centre (FKDC), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 11th September 2017 before 09.00 a.m., for two weeks orientation programme from 11.09.2017 to 22.09.2017. The appointment will be effective from the date of commencement of the orientation programme. The programme is residential and Boarding/Lodging facilities will be provided by the Bank. On completion of the orientation programme on 22.09.2017 at 05.00 p.m, you will have to report for duty on 26.09.2017 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Knowledge & Development Centre from 10.09.2017 onwards. The offer of appointment will be valid only up to 11.09.2017.

Remuneration

You will be on a pay scale of `11765 - 655/3 - 13730 - 815/3 - 16175 - 980/4 - 20095 Cdj +547(e 2810) - 2120/1 -30230 - 1310/1 - 31540 as applicable to Clerical Staff of the Bank. The total emoluments eligible to be received by a Clerical Staff at Kochi initially would be as follows.

> 13075.00 * Basic Pay 1013.31 Special Allowance 6,734.00 Dearness Allowance

425.00 Transport Allowance

1176.75 Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, W. Phil, B.Ed HRA Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL Jyothi Engineering College

800 VAVO

Charuthuruthy P.O. - 679 531

* Includes 2 Graduation Increments of `655/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree / Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan, Interest free Festival Advance, etc., subject to the rules in force and as amended, altered or added from time to time.

Probation/ Confirmation

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

Page 1 of 4

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

Joining formalities

True Copy Attested

At the time of reporting for orientation programme, you will have to submit the following papers/certificates/documents:

a. Personal data form duly filled in.

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

Jyothi Engineering College

- b. Originals of SSC/SSLC/Matriculation Book/Certificate and final certificates of Graduation (Qualifying Examination). These certificates (Secondary Marklist, Secondary Passing Certificate and Degree Certificate) will be kept under the custody of the Bank and will be released to the candidate on completion of 2 years of service in the Bank.
- c. Originals of all the documents, certificates and marklists of all semester examinations/ yearly examinations evidencing date of birth (Secondary Certificate) and academic/ professional qualification with two sets of self attested copies.
- d. Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the format attached. Medical certificate from Private Hospitals will not be accepted. You are required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate.
- e. Satisfactory discharge certificate and experience certificate from the previous employer/s, if any.
- f. A certificate about your character/conduct issued recently by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respectable persons.
- g. <u>Original and self attested copy of a valid documentary evidence proving your place of domicile issued by competent authority.</u>
- h. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities with income proof, as per the enclosed formats.
- i. One copy of your latest passport size photograph.
- j. One copy of this Order duly signed by you for having accepted the terms and conditions specified herein.
- k. Original and self attested copies of PAN Card, Voter's ID, Aadhar Card, Passport, Driving License and Ration Card along with Background Check application (Format attached).

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the satisfaction of the Bank. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation. The medical reports/fitness certificate submitted by you will be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor Insists for a detailed medical examination, after analyzing the medical reports submitted by you.

Page 2 of 4

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

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Clerk. You are required to submit originals & copies of the marklists/certificates of all the previous years/semesters examinations at the time of joining for the orientation programme proving that you had passed all the previous year/semester examinations at the time of recruitment process. In case the result of any of the semester examinations/final examination is published subsequently, but prior to joining the Bank, you are required to submit all the semester marklists, certificates, provisional certificate etc of such examinations at the time of joining the orientation programme in proof of having passed the examinations with required percentage of marks in the first attempt itself, failing which, you will not be permitted to join the orientation programme/ join the Bank.

In your case, the minimum eligibility criteria in respect of educational qualification for being appointed in the Bank as Clerk is a graduation with 55% marks in Science discipline or 50% in other streams. Also you should have passed SSC or equivalent exam and plus 2 or equivalent exam with 60% marks. In case the result of final year/semester examination is not published, you will have to submit the certificates and marklists in proof of having passed the qualifying examination with required percentage of marks in the first attempt itself, before 31st December 2017 in conformity with the minimum eligibility criteria in respect of educational qualification as stipulated by the Bank, failing which you are liable to be removed from the services of the Bank without any notice or communication, treating the appointment as cancelled. However, in case of willful default in submission of certificates/ marklists within the above stipulated period, even after publication of result of the qualifying examination, your service is liable to be terminated and you are liable to remit the monetary compensation/ notice pay.

Other Benefits

You will be required to enroll yourself as a member of The Federal Bank Employees' (Award Staff) Medical Welfare Fund from the date of joining the Bank and deduction to the Fund at applicable rate will be made from your salary, as per the rules prevailing in the Bank at present and as amended, altered or added from time to time.

You will be covered under "Defined Contributory" Pension Scheme in line with the New Pension Scheme introduced to Central Government employees.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

On confirmation in Bank's service, you will be required to enroll yourself as a member of the Group Term Assurance Plan. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

Resignation/ Termination

If you are desirous of resigning from the service during the period of probation, you should give fourteen days' notice in writing to the Bank or you would be liable to pay to the Bank fourteen days' pay and allowances in lieu of notice. In addition to this, you should pay a compensation amount of `30,000/- to the Bank.

If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give one month's notice in writing to the Bank or you would be liable to pay to the Bank one month's pay and allowances in lieu of notice. If such resignation is within a period of 2 years of joining the Bank, you should pay a compensation amount of `30,000/- to the Bank, in addition to the notice pay/ notice period.

Page 3 of 4

You are also required to pay the compensation of `30,000/- and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of date of joining the Bank. You are required to execute an agreement in stamp paper (which will be made available by the Bank) at the time of joining for the orientation programme agreeing to the above terms and conditions of the appointment in respect of compensation/notice pay etc.

The compensation amount of `30,000/- mentioned above is the fair value of the minimum loss that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service

General

On confirmation in Bank's service, you will be entitled to all the privileges enjoyed by and shall be subject to all the liabilities cast upon other permanent members of Clerical Staff, subject to the changes/amendments made from time to time.

QE-SUNNY JOSEPH KALAYATHANI M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Math PRINCIPAL

Junthi -

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Clerk. You will have to submit originals of all the documents/certificates/marklists in proof of having fulfilled the eligibility criteria/experience at the time of joining, failing which, you will be disentitled to join the Bank.

You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/Subsidiaries of the Bank to be opened in future.

You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train Fare) from your place of domicile to FKDC and also from FKDC to the place of posting.

John P J

Deputy Vice President (HR)

I, Manu C Paul, accept and confirm the above terms and conditions.

Place:

Date:

(Signature of the Candidate)

Page 4 of 4

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

ue Copy Attested

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

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

The Federal Bank Ltd

Thue 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



Ref

Date 04-10-2018

Maria Rose Vincent

Kuttikkadan House, P.O Perinchery

Thrissur, Kerala - 680306

Subject: Appointment for the post of Junior Architect

Dear Ms. Maria Rose Vincent,

We are pleased to inform you that you have been appointed for the position of Junior Architect at AESCON Builders And Architects, Chengannur.

It would be required of you to join us by 10th October, 2018.

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

cally constructed...

Yours sincerely,

Benu Varghese

AESCON Builders & Architects

True Copy Attested

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

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

KITCO Ltd.

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

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

CIN: U74140KL1972GOI002425

No. 1405 :AT-02:MD:2018 30th May, 2018

Ms.Neethu Jose, Alappattukunnel House, Chittady PO, Palakkad - 678 706

Dear Ms. Neethu,

Offer for apprenticeship training in KITCO (Civil Engineering)

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

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

You are advised to come and report for duty not later than 13th June, 2018 at our Head Office at Cochin if the above terms and conditions are acceptable to you. If so, the duplicate copy of this letter enclosed may be returned to us duly signed by you as token of your acceptance.

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

Yours faithfully,

CYRIAC DAVIES MANAGING DIRECTOR

The Assistant Director, Supervisory Development Centre,

Kalamassery - 683 104.

Asst. Central Apprenticeship Adviser,

Board of Apprenticeship Training

Dr. SUNNY JOSEPH KAL M.Tech, MCA, M.Sc.

Ph.D (Computer Science

Jyothi Engineering College (SR), CIT Campus, Taramani, Chennai - 600 113. Cheruthuruthy P.O. - 679 531

DID driveVHR2018VApprenticeshipVAppointment/Neethu Jose doc



LALICHAN ZACHARIAS CIETE

ARCHITECTS AND ASSOCIATES

10th August 2018

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Shannon Thankachan is working with our firm, Lalichan Zacharias atelier from 02/07/2018 onwards as Junior Engineer.

For Lalichan Zacharias atelier

Ar.Lalichan Zacharias

LALICHAN ZÁCHARIAS B.ARCH., FHA, FIV REGISTERED ARCHITECT REG. No: CA/85/9403 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

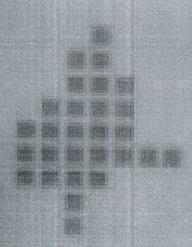


RIZMA SAGEER True Copy Attested Engineer Trainee

No.39/6198 A, Alappat Cross Road KALAYATHANKAI
Perumanoor, Eranakulam, PIN 682 015
Ph. 0484 4041188 Cheruthuruthy RO.-679 531

Ph. 0484 4041188

IDHYHIY CAME



KARIYATTU

www.lasty.com

RIVIN VARGHESE K

Site Engineer Mob : 9207967707



Histor's Signature



Authorised Signature

KARIYATION OF SURRY SUSTRIALING MATERIAL CHARGE STATES OF SURRY SUSTRIALING MATERIAL CHARGE STATES OF SURRY SUSTRIALING MATERIALING MATERI

Philippe Addition And Addition of the State of the State

Jyokii Comeering College Checkhuruthy P.O. 679 561

6. Termination

6.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof.
6.2 You may terminate your employment with the Company, without any cause, by giving no less than two months' prior notice or salary.

6.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

6.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

7. Confidential Information

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12. Acceptance of our offer

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

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

Yours Sincerely,

Mr.Sani Paul Chakola HR - 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. 676 531



Gulf Business Services WLL

212A, KG Building C- Ring Road, P.O. Box 5268 Doha, Qatar, www.aagbsqa.com



"PRIVATE & CONFIDENTIAL"

Our Ref: AATE/HR/18 Date: 20/06/2018

Aiswarya Sujith Ambili, Mookony House Poothole P.O, Thrissur Pin: 680004, Kerala India

Dear Mrs. Aiswarya,

Congratulations! We are pleased to offer you the position of "Trainee Engineer" in our Marketing Division, based in Doha, Qatar on below terms and conditions

M/s Gulf Business Services WLL is an associate concern of M/s Al Ansari Trading Enterprise LLC.

The Al Ansari was established in 1975 as a Trading Company. From a very humble beginning over 40 years ago, Al Ansari today is a leading business group in the Sultanate of Oman. Multi-divisional in nature and operations, the group is structured into several companies & associates. The group has extended operations in India, Africa, Qatar, KSA and UAE as well. Over these years the company has earned a reputation that has a unique combination of quality, value, trust, reliability and is constantly nurturing to grow further. Al Ansari is an abode for the right professional with opportunities of self-development and progress. You are one such person.

Enclosed are the terms of the offer and we look forward to receiving the same, duly signed by you as a token of acceptance.

1. Probation

- 6 Months

2. Location

- Doha

3. Department

- Kitchen Laundry & Refrigeration Products

1 1/1--

- Dependent visa - existing

4. Visa

- 24 June 2018

5. D.O.J

We wish to highlight here in clear terms that this fitment is being done keeping in mind your keenness to join our renowned group, our interest in your profile and your career inspirations with Gulf Business Services WLL.

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

PRINCIPAL

Aiswarya Sujith othi Engineering College Cheruthuruthy P.O. 2679 581

keprojects@alansarioman.com .







GOVERNMENT OF KERALA IRRIGATION DEPARTMENT

ANEESHA. A

CLERK

Emp. ID No.: 785107







Superintending Engineer

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

QED Engineering

Green Park Avenue Ayyanthole, Thrissur. Tel: 0487-2361888 www.abtechllc.com

Date: 30th August, 2017

Job Offer Letter

Anna Vincent Nellissery House Rullazhi P.O Olarikkara, Thrissur-680012

Dear Anna,

It is my pleasure to extend the following offer of employment to you on behalf of QED Engineering.

Position: Structural Steel Engineer- Trainee

Reporting Relationship: Report to Project Manager

Training: The tenure of first six months with the company will be strictly considered as a training period and after evaluating your performance, your employment will be confirmed.

Remuneration/Stipend: Consolidated stipend of Rs.8,000 per month for the first six months and after which your remuneration will be worked out based on the performance along with the confirmation.

Start Date: 11/09/2017

Working Hours: 9.00 am to 5.30 pm on all days except Second Saturday and Sundays

Your employment with QED Engineering is at-will and either party can terminate the relationship at any time with or without cause and with or without notice.

You acknowledge that this offer letter represents the entire agreement between you and QED Engineering and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon QED Engineering.

If you are in agreement with the above outline, please sign below. This offer is in effect for four business days.

Signatures:

Renil K Paul

QED Engineering

Anna Vincent

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

QED Engineering

Green Park Avenue Ayyanthole, Thrissur. Tel: 0487-2361888 www.abtechllc.com

Date: 30th August, 2017

Job Offer Letter

Henna Maria Paul Arakkal House Keerthi nagar Nadathara P O,Thrissur-680751

Dear Henna,

It is my pleasure to extend the following offer of employment to you on behalf of QED Engineering.

Position: Structural Steel Engineer- Trainee

Reporting Relationship: Report to Project Manager

Training: The tenure of first six months with the company will be strictly considered as a training period and after evaluating your performance, your employment will be confirmed.

Remuneration/Stipend: Consolidated stipend of Rs.8,000 per month for the first six months and after which your remuneration will be worked out based on the performance along with the confirmation.

Start Date: 11/09/2017

Working Hours: 9.00 am to 5.30 pm on all days except Second Saturday and Sundays

Your employment with QED Engineering is at-will and either party can terminate the relationship at any time with or without cause and with or without notice.

You acknowledge that this offer letter represents the entire agreement between you and QED Engineering and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon QED Engineering.

If you are in agreement with the above outline, please sign below. This offer is in effect for four business days.

Signatures:

Renil K Paul

QED Engineering

Henna Maria Paul

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

t" floor Lakshmi Complex, Opp Metro Politan Hospital, Kokalai Jh Ihrissur, Pin-680021, Ph.0487-2420599 Mob. 9447619095, 9567806420



12-11-2018

TO WHOM SOEVER IT MAY CONCERN

This is to certify that Mr. JACKSON SHAJAN, Kollanmur House, Marathakkara P.O. Green Garden Road. Thrissur Dt. Kerala State, India, has been worked as SITE ENGINEER from 06-07-2017 to 12-10-2018.

During this period we found that he is very prompt in his work. His ability to work in a team and to lead the team is excellent. The remarkable outputs achieved by him worth mentioning.

We are pleased with his attitude towards work and we wish him all success in his future.

Er. Fijo Antony B. Tech, MBA

Managing Director

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

E-mail: fijos@rediffmail.com Visit www.fijosconstruction.com





SMEC Automation Pvt Ltd. Tel: 080-41469898 II Floor, Bhuvaneshwari Complex Jayanagar 9th Block Bangalore - 76

Date: 01th Nov. 2018

APPOINTMENT LETTER

This is to inform that Ms. Jesma Thomas D/o Thomas M S has been Appointed at SMEC Automation Pvt. Ltd as CRG Engineer From 01st November, 2018.

The salary for this position will be Rs.10,000 per month, which equates to an annual total of Rs. 1,20,000 per year. Payments will be distributed Monthly by direct deposit, minus appropriate withholdings. This is an exempt position, and you will not be eligible for overtime compensation.

This position is considered full-time, which means you will be expected to provide with 54 hours of work per week. Our standard business hours are 9:00 AM to 6:00 PM, Monday through Saturday.

You required to serve minimum 2 months' notice period before leaving organization.

True Copy Attested

For SMEC Automation Pvt. Ltd.

Authorised Signatory

Thank you

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





TRAINEE APPOINTMENT LETTER

Date: 08 October 2018

Name: Abee Joe Varghese

Address: KANIYAMPAL KANNANAIKAL, NEHRUNAGAR, 7th AVENUE KUNNAMKULAM 680503

Dear Mr Abee Joe Varghese,

With-reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment in our company, on the following Terms and Conditions:

1. Date of Joining & Work Location:

Your appointment becomes effective from the date of joining the services of the Company, which date shall be not later than 08 October 2018.

Your work location would be Bangalore.

2. Department, Designation & Reporting Manager:

Department: - Media

Designation: - Trainee - Sound

Reporting Manager: - Mohammed Alamsha Wahab

3. Cost to the Company:

 Your annual Compensation including Benefits is Rs309600/-. Your salary comprises of a Fixed Compensation and other benefits (Refer Annexure 1 for detailed breakup).

Your salary will be revised yearly based on your satisfactory performance in the company.

The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional-taxes;
- (d) Dues to Company including loans and advances
- (e) Or any other applicable statutory deductions

The income Tax Liability with regards your salary and perks will your liability, and will be governed by the tax laws of the country as applicable from time to time.

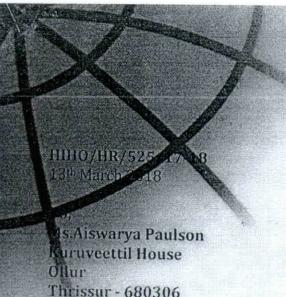
Y JUSEP M. Sc., M. Phil, B. Ed L. M.C.A., M. Sc., M. Phil, B. Ed L. M. C. M. Phil, B. Ed L. M. C. M. Phil, B. Ed L. M. Phil, B. L. M. Phil, B.

win Engineering College Controlled P.O. 679 531

Think & Learn Private - 180 Knowledge Park, 171,2 = Figer Bennerghatte Viein Road, Bengaluru

A Think & Learn Internal Deave Co.

E mail iniciologicylus com I Tel. Noi - 91 80668



Hykon India Ltd.

Hykon House, Ikkandawarrier Road, Thrissur-1 Ph: 0487-2444163, 2444183 ho@hykonindia.com www.hykonindia.com CIN: U52599KL1998PLC012330

Dear Ms.Aiswarya,

Sub: Offer Letter

Congratulations!!! Welcome to Hykon Group.

Further to the interview we had with you we are pleased to offer you an appointment in our organization as Executive - Telemarketing

Your appointment in the Organisation will be on the following terms & conditions:-

1. You will be reporting to the Manager - Call Centre

2. Your monthly remuneration would be as per Annexure I

- 3. Your service will be under Probation Period for initial 12 months from the date of joining and will be confirmed considering your performance
- 4. Other Terms and Conditions are outlined in Annexure II

Please sign all the pages of this letter as well as all the annexure and mention your full name against all your signatures as a token of your acceptance.

Looking forward to long-term mutually beneficial professional association.

For and on behalf of the Management

Authorised Signatory

I hereby accept all the above

True Copy Attested

Signature Name:

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M.Phil, B.Ed 5 (Computer Science), Ph.D (Maths) PRINCIPAL

Iyothi Engineering College neruthuruthy P.O.- 679 531





ANNEXURE I - Monthly Fixed Remuneration

Component	Monthly Amount (In Rupees)
Basic +DA	10000
Total Gross	10000

ANNEXURE I - Monthly CTC

Component	Monthly Amount (In Rupees)
Total Gross Salary	10000
Employer PF	1200
Employer ESI	475
Bonus*after 1 yr.	835
Total Gross	12510

All statutes/laws will be applicable to employees like Provident Fund, ESIC, Professional Tax, Income Tax etc will be applicable to you.

ANNEXURE II - Other Terms and Conditions

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars.

2. Working Hours:

The regular working hours of the company are from 8.30 AM to 5.00PM (Office timings) including lunch break and tea break.

You may also be required to stay beyond working hours whenever required due to exigencies of work and whenever called by the Management.

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech. M. L. R. Sc. M. Phil. B. Ed M. Tech. M. L. R. Sc. M. Phil. B. Ed

Corporate Office: Hykon House, Ikkanda Warrier Road, Thrissur - 680 001. Ph. 0487-2444163, 2444183

POWER ELECTRONICS . SOLAR ENERGY . INFORMATION TECHNOLOGY

UPS, Inverter, Power Supplies, Servo • Medical Transcription, Web Designing, Software • Lighting, Pumping Systèms, Battery Chargers Br. Trichur • Kochi • Trivandrum • Kozhikode • Kannur • Kottayam • Chennal • Trichy • Combatore • Mangalore • Bangalore







Late mings:

otherwise notified by you in advance.

4. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future but due to such transfer your emoluments shall not be adversely affected.

5. Secrecy/Confidentiality:

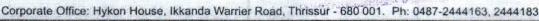
You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

6. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

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

tvothi Engineering College Cheruthuruthy P.O.- 679 531





7. Termination of Service:

- Either party can terminate this employment by serving a notice of one month on the other, except that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.
- ii. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case your employment shall be terminated at the discretion of the employer.
- iii. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or nonconformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

8. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

9. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. Sc., M. Sc., M. Sc., M. Sc., M. Phil, B. Ed

N. Bern Line, M. Sc., M. S







You hat, to sub- at the following testimonials while joining duty

Attests are by of Educational Qualifications

AVEON HOLS

THRISSME

- At sted cons for proof of Age.
- Attested copy of Experience Letter in chronological order, if any.
- 4 Passport size photo.
- 5. Last three months Pay slip
- 6. Relieving Letter
- 7. Pan Card & Aadhaar Card Copies.

10. Retirement:

On completing the age 58 years, you shall automatically retire from the services of the company.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

For Hykon India Ltd. (ISO 9001 Certified Company)

Shyam.K Sr.Executive

HR& Administration

Cc: - HR Dept., Accounts Dept.

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M Tech, WCA, M.Sc, M.Phil, B.Ed

A Tech, WoA, W. So, M. D. (Maths)

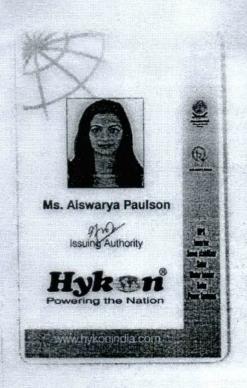
(Computer Science), Ph.D (Maths)

PRINCIPAL

Tertil Engineering College Streathuruthy P.O.- 679 531







Emp. No : 1798 Blood Group :

Date of Birth : 28/06/1995

Residence Address: Kuruveettil House Ollur, Thrissur- 680306

Ph - 9446480400

Hykan

Hykon India Ltd

Corp. Off.:lkkandawarrier Road Thrissur-1, Kerala., Ph: 0487-2444163

Branches:

Trivandrum + K Ernakularn + C Coimbatore + C

m + Thrissur + Kannur ii + Mangalo

Mysore + E Hyderabad + + Mumbai

+ Delhi

True Copy Attested

emmo

Dr. SUMNY JOSEPH KALAYATHANKAL

M. Tech and M. Sc. M. Phill, B. Ed

M. Tech and M. Science), Ph.D (Maths)

Phild (College Science), Ph.D (Maths)

Phild (College Science)

TAPINIOE

Pappyjoe International [Dr.Toms]
E7. Municipal Veg. Complex
A.M. Road, Perumbavoor
Kerala, India - 683 542
0 9447 100 905 pappyjoe@pappyjoe.com



AJIN. V. ALEX

Attested

SLK SOFTWARE

F +91 80 4050 1921

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



Date: 4 H Neu, 2016

Full Name: ALEENA SEBY

Dear AL EENA

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 Forty 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 and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

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), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

Regd. Office: SLK Software Services Pvt. Ltd. "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town



Our Sister Concern - DUKE SOLUTIONS

2nd Bay, 3rd Floor, Bharathakshemam Bldg., College Road, East Fort, Thrissur – 680 005. Phr 0487-2329898

Website :- www.dukesoft.net E-mail :- dukesoftter@gmail.com

> Ref.No: DSL17222 Date: 17-06-2017

To

Mr. Alfin Lawrence, Vazhappilly House, Mundur PO, Kiralur, Thrissur - 680541

Dear Mr. Alfin,

On behalf of Duke Soft (the firm), I am pleased to offer you the position of Progammer with the firm. The terms and conditions of your employment with the firm shall be as follows:

- 1. You will be given an on the job training for three months during which you will be paid Rs.12,000/-(Rupees Twelve thousand only) per month. This period will be deemed as the probation period. This may be lessened or increased should the firm desire to do so. After probation you will receive a consolidated salary of Rs.16,000/- (Rupees Sixteen thousand only) per month. The expense for travelling on the job will be paid by the firm.
- 2. You will be bound by the firm's standing orders.
- During your employment with us, you will not be permitted to undertake any other
 employment or engage in any external activities of a commercial nature without prior written
 approval. You will be required to effectively carry out all duties, responsibilities and obligations
 assigned to you by your manager and/or others authorized by the firm to assign such duties
 and responsibilities.
- 4. The firm or the employee shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon one month's written notice by the party desirous of terminating this agreement or payment of equivalent salary thereof. During the probation period the notice period will be 24 hours.
- 5. The firm shall be entitled to terminate this employment agreement, without notice, in the event you are found to be engaged in (i) any act of misconduct or negligence in the discharge of duties or in the conduct of the firm's business;(ii) any other act of omission, inconsistent with your duties;(iii) any breach of these terms or unauthorized absence beyond a period of seven (7) days.
- You are requested to submit the certificates of your educational qualifications and experience for verification at the time of joining.

If the above terms and conditions are acceptable, you may endorse your acceptance in the copy of this letter and report for work on 21-06-2017 at 8.45 am.

For DUKE SOFT

Louis U.J. (Proprietor) Ramo

True o

Dr. SUNNY JOSEPH KALAYATHANKAL)

M.Tech, MGA Micks, Ni Chill, b Ed & Ph D (Maths)

Accepted

By: Alfin Lawrence



Date: 13-Dec-16

Anagha Paulson

Jyothi Engineering College

Appointment Offer: Software Engineer

Dear Anagha Paulson,

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.
- 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 2017. KALAYATHANKAL

Ph D (Maths)



Probationary Period 4.

- You will be on probation for a period of six months from the actual date of your a) 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.
- Prior to your confirmation, if the Company in its opinion is not satisfied with b) your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

Compensation 5.

Your compensation details are as stated in the table below.

	Compensation Details	Job Level: 3	
	Fixed Remuneration	Amount in INR	
SI. No.	Component	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	

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 True Copy All 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 Dr. SUNITHE Company transportation. This conveyance charge is fixed based on your M. Technical Jocation and your Job Level.

IBS Software Services Private Limited



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.
 - 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.

Dr. SUMMY JOSEPH KALAYATHANKAL M. Ison Mac. W. Se. M. Pini, B.Ed. (Maths)

IBS Software Services Private Limited



Minimum Period of Service 9.

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.

Notice Period & Termination of Employment. 10.

- Either party may terminate the agreement, for any reason or on convenience, a) 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:
 - by giving one month's notice or notice pay in lieu thereof, if you become Vi. unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your
 - with immediate effect, if you commit a breach of any of the covenants vii. and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;
 - with immediate effect, if you are guilty of misconduct as judged by the VIII. Company or fail to carry out all orders and instructions issued to you.

11. Regulations

- Your employment will be governed by, and you are bound to abide by, the a) 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.
- You are expected to work diligently, faithfully and to the best of your ability in b) serving the Company and to use the best of your endeavour to promote the True Copy Attested interests of the Company and perform all duties that may be entrusted to you from time to time.

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

SUNNY JOSEPH KALTHE Company all the properties of the Company, in your custody or possession.

M. Tech. MCA Dience All intellectual properties rights in, India and abroad, for the full term of such ph.D. (Computer PRINCIP rights, in any "work" (as defined under the Converget Act. 1057) Jyothi Engineering time to time) or in any other matter including but not limited to,

Dr. SUNNY JOSEPH KAI



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.

- You shall execute the Security and Confidentiality Regulations of the Company e) with respect to protection of confidential information of the Company.
- You understand that if you are deputed on any work/assignment/project at f) 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.
- You shall at any times be liable for the disciplinary actions including warning, g) 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 biodata/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.
- During your employment with Company and for a period of one (1) year h) immediately following termination of your employment, for any reason whatsoever, you shall not:

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, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in

Dr. SUNNY JOSEPH KAlproducts or services in competition with the Company, to the travel, MCA, M.Sc. transportation and logistics industry and contract the company of the travel, SUNNY JUSE, M.Sc. transportation and logistics industry and such other industry the M. Tech, Moderate Company will serve in future. You acknowledge and agree to this PRINCIPAL COMPANY

Jyothi Engineering Collect



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.;

- 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
- 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.
- 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.
- 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 True Copy Attest the laws of India.

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

Dr. OSUNNY This a employment offer is made based on complete reliance to the M. Tech representations you have provided to us, during our discussions prior to the Ph.D (Complete release) of the offer and other documents submitted by you. Any

Jyothi Engine Cheruthuruth

IBS Software Services Private Limited

Read Office: 521 - 524 | Nila | Technopark Campus | Trivandrum 695581 | Kerala | India | Phone: +91 471 6614200 | Fax: +91 471 2700078 | www.ibsplc.com



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:

True Copy Attested

Dr. Suntily Joseph KA, AYATHARAL.

Production of School M, D (maths)



Date: 06th September 2018

Dear Ms. Anna Joby,

Following your job application and further discussions, we are pleased to appoint you as Trainee Associate in Speridian Technologies Private Limited (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and Conditions of the Contract

Requirements

- a) You will have to bring 6 copies of your latest passport size colour photographs, the originals and one set of copies of all certificates from SSLC to the latest qualification, experience/relieving certificates, last 3 month payslips from the previous organization, copy of PAN card, Passport, Aadhar and Form 16 on the joining date.
- b) The employment contract will be valid only after both parties confirm their acceptance by signing the contract.
- c) This contract is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions with us. Speridian has a well-defined background verification process to establish the genuineness of the information and documents furnished by you in the Employment Application Form and CV. In case any information furnished by you is found to be incorrect during the verification process, or at any time during your employment with us, this contract, or your employment shall be annulled automatically.
- Your appointment is subject to your executing the Service Commitment Agreement.

2. Posting

Your place of work will be at the Speridian facility situated at Trivandrum office. 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

Allested You are requested to report at the Speridian facility situated at Trivandrum address as mentioned below, on 10th September 2018 at 10.00 AM.

Probation

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

Speridian Technologies, Pvt Itd ampular Scien



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 total annual CTC will be Rs.277,200 and the details are provided in Annexure A.

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 9.00 A.M to 6.00 P.M., with a break time of 1hour, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programs and emergencies.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 12 days leave per calendar year (January till December) during probation period. You will be eligible for all other leaves as per the company's leave policy upon your confirmation.

7. Promotion

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

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.

9. Term of Employment & Commitment

a) At will you are expected to honour the Service Commitment Agreement dated 10th September 2018 to be with the Company for not less than 24 months from the date of joining unless otherwise.

I. Insolvency of Company; or

Pr. SUN IN A SCIENCE STREET OF THE PRINCIPAL COILEGE PRINCIPAL COI

Speridian Technologies, Pvt Itd



- II. Company ceasing to function as a concern.; or
- III. Company being declared bankrupt in liquidation, whether compulsory or voluntarily

In the event of leaving the service of the Company before completing the committed period referred to herein above or brings about a situation by misconduct compelling the Company to terminate the services. It is hereby agreed and declared that the loss that will be suffered by the Company on this account need to be paid back as per agreement.

10. Notice Period & Termination of Employment.

- Either party may terminate the agreement by giving two months' notice to the other party without assigning any reason whatsoever on completion of the Service Commitment Agreement period.
- b) Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - by giving one month's notice or notice pay in lieu thereof, if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties;
 - with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;
 - iii. 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.
- 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 endeavor 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.

Speridian Technologies, Pvt Itd College

- Bonns



- 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 duration of more than 45 days, you continue in employment with the Company for a period of at least 12 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, unauthorized absence, misbehavior, 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 12 months immediately following termination of your employment, for any reason whatsoever, you shall not:
 - 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, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the Law and Legal industry and such other industry the Company will serve in future;
 - 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.

Ph.D (Come Speridian Technologies, Pvt ltd

-em



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.
- This Employment Contract is to be read in conjunction with the rules and regulations 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 authorized 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.
- I) 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 the sole jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.

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 Speridian Technologies Pvt. Ltd.,

Vivek S Nair

Senior Manager - Human Resources

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

Signed by:

Name:

on the Spience), Phili (Moths) PHINCIPAL Date: Guisering College Speridian Technologies, Pvt ltd



Office Locations

Trivandrum	Kochi	Bangalore
Technopark Campus G2, Thejaswini Trivandrum 695 581 Telephone: +91 471 270 0525	Phase IV, Carnival Infopark Infopark SEZ, Cochin -682042 Telephone: +91 484 657 8882	Embassy Signet, Cessna Business Park 13/1, Kadubeesanahalli Varthur Hubli Near New Horizon College, Outer Ring Road Marathahalli, Bangalore 560 103 Telephone: +91 806 703 8100

True CourAlles 1601

Dr. SUNNY INCEPH KALAYATHANKAL

Dr. SUNNY INCEPH KALAYATHANKAL

Pr. Sunne Ph. B (Maths)

Pr. NCIPAL College

Ing College

PO.-679 531



Annexure - A

Compensation & Benefits

Name: Anna Joby	Designation: Trainee Associate	
Band: 5A	Date of Joining: 10th September, 2018	

Salary Composition	Annual	Monthly
Basic	78,000	6,500
House Rent Allowance	31,200	2,600
Conveyance	19,200	1,600
Stat Bonus	55,440	4,620
Special Allowance*	69,420	5785
Employer PF*	21600	1800
Insurance*	2,100	175
S & E	240	20
Total Cost Component	277,200	23,100

- Flexi Benefits Plan Please design your Flexi Benefit Plan by logging in the flexi benefits portal towards your tax savings with Food Coupons (Zeta Card) which would be adjusted against your Special Allowance Component. LTA is capped at 1 month of your SPL allowance after adjusting your flexi comp
- Mediclaim Insurance You are covered under the group Mediclaim Policy for self @ 50%. You can cover your
 dependents also under the scheme on payment of additional premium
- Apart from your compensation and benefits you will also eligible for Gratuity on completion of five years with the company, as per the payment of Gratuity Act, 1972
- Statutory deductions (Employer & the employee cost) KSE, LWF, ESIC, PF, and Taxes such as PT, IT as applicable

Yours Sincerely, For Speridian Technologies Pvt. Ltd.,

Vivek S Nair

Senior Manager - Human Resources

True

Anno

College 679 531



Annexure - B

Documents to be submitted on the Date of Joining

- 1. Educational and Technical Certifications
 - a) Original and Copy of X Mark sheet.
 - b) Original and Copy of XII Mark sheet.
 - c) Original and Copy of Degree Certificate(s) Graduate and Post Graduate.
 - d) Original and Copy of Mark Sheets of all years All Graduate / Post Graduate.
 - e) Original and Copy of any other Certifications/Course(s) attended.
- 2. Address Proof (SSLC Front page/ Driving License/ Voters ID Card / Aadhaar)
- 3. Original and Copy of Passport with Visa stamping
- 4. PAN Card
- 5. Aadhar Card
- 6. Six Passport size photos and soft copy of the same.

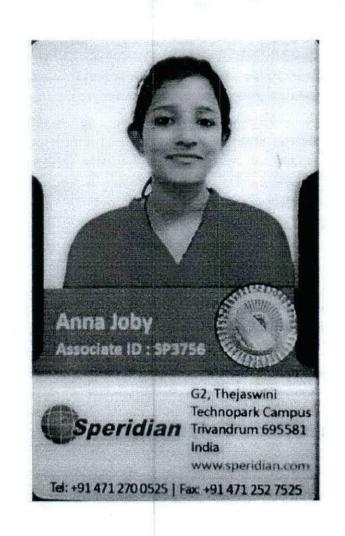
Note: Soft copies of all the documents mentioned above are to be submitted on or before the date of joining to hr@speridian.com.

Dr. SHAMY TOURPH KALAYATHANKAL

Dr. SHAMY TOURPH KALAYATHANKAL

TO SE M. Phil. B Ed

TO SE M.





Dr. SUNNY JOSEPH KALAYATHANKAL

M. Bech. MC L. M. Sc., M. Phil., B. Ed.

M. Bech. MC L. M. Sc., M. Phil., B. Ed.

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

PRINCIPAL

PRINCIPA

ZEAZONZ TECHNOLOGIES Pvt. Ltd.

Email: info@zeazonz.com | www.zeazonz.com



Private and confidential

Annmariya James P Palayoor House Pavaratty .P.O Thrissur Kerala - 680507 Mobile No: +91 7356024766

E-mail: annmariyajames7@gmail.com

Dear Annmariya James P,

Thank you for your interest in associating with our organization. We are pleased to confirm your selection for the "Software Engineer trainee" role.

Congratulationsl

This is an exciting and challenging time to join us. As such it provides an excellent opportunity for you to develop your career with ZEAZONZ. I do hope that you will decide to join with us.

I have enclosed your contract of employment together with this letter make up your terms and conditions of the employment.

There are two copies of the contract enclosed. One is for you to retain for your records, the other should be signed and returned to us to confirm your acceptance of this offer.

This offer of employment is valid for ten calender days. If you do not return a signed copy of all documents within that time the offer may be withdrawn.

You are requested to join on 2 January 2019

If you have any queries, please don't hesitate to contact us on +91 85 92 92 7999 or email us on hr@zeazonz.com

I look forward to hearing from you soon with the confirmation that you will be joining with us.

Yours sincerely,

Director

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

PRINCIPAL Jyothi Engineering College

XVII/331B, Udayamperoor, kochi, Kerala 682 307, Hidia P.O. - 679 531 Ph: +91 85 92 92 7999

.

7019

ADEBASEDLT

Aprana Mohan

Aniyath House Varavoor (PO) Thrissur Dt. Pin: 680 585

Sub: Letter of Appointment

We are pleased to offer you employment as a "Career Consultant" at 1.7 company. Your association with the company is effective from Jul 02, 2018. The expect that during the period of the contract you shall not take up any other organization involved in similar business. The extent and nature of the services to be performed will be dependent on business needs.

As we discussed, you will be paid consolidated salary Rs.10,000/ per ruch (Rupees Ten Thousand Only Per Month) as discussed for the services rendered by you. Subject to requirements, these arrangements may be extended or terms and conditions to be mutually agreed by you and the company.

We look forward to a mutually beneficial relationship. And we request you to sign on the copy of this letter as a token of acceptances of our offer

With Best Wishes.

For Image Creative Education, Thrissur

Sharafudheen V Hyder

Centre Director

Dr. SUNNY JOSEPH KALAYATHANKAL M. G. M. PINI & Ed Ph. L. L. HEPPHE SCIERCE), Ph. D. (Mains)

Lyon Lingtheering 679 531

gle.com/mail/u/0/#inbox?projector=1

OMA





DEPT: PERSONNEL

PER: HRD: TRG:05: 2018- 19

DATE: 07.04.2018

Mr./ Ms. ARJUN TA C/o Mr. ACHUTHANKUTTY THEKKEVETTEKATTE HOUSE, CHERUTHURUTHY PO, THISSUR, PIN- 679531

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 16.04.2018 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 5 days and the same will conclude on 20.04.2018. Your accommodation will be arranged by the Bank from the evening of 15.04.2018. The details of the accommodation will be intimated to you in due course. In case you do not report for the induction programme on 16.04.2018, 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

- a) 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.
- b) 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.
- c) Relieving certificate from your present/previous employer, if you are/were employed.
- d) Three latest passport size photographs.
- e) A proof /certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.

The South Indian Bank Ltd, Personnel Department, Head Office, Mission Quarters, Thrissur, KERALA - 680 001, Phone/Fax: 91-487-2420020 E-mail: careers@sib.co.in , CIN: L65191KL1929PLC001017 website! www.southindianbank.com Ph.D (Computer Science), Ph.

- f) Two character certificates addressed to the Bank from two respectable persons of your place (such as Principal of college/school, local MLA/MP, local body members, gazetted officers, preferably in their lette pad with official seal.)
- g) PAN Card, if available along with xerox copy (original will be returned after verification). In case you have no PAN Card at present immediate arrangements are to be made to get the PAN Card and to submi
- h) AADHAAR card with xerox copy (original will be returned after verification) along with any one of the Photo ID proofs such as Voters ID/Driving License/Passport etc. with a xerox copy. (original will be
- i) SC/ST candidates should produce caste certificate issued by a competent authority along with a selfattested xerox copy thereof.
- j) Police Verification Certificate obtained from the Police Station having jurisdiction over your Residential/Permanent address as per the format attached as Annexure I.
- k) Documentary proof for permanent residence in the state of Kerala. (Documentary proof include Ration card, Nativity/Residence Certificate from panchayat/municipality, electricity bill etc.)
- 1) Statement about your medical history (in the format given as Annexure II) and a certificate of fitness for employment in the Bank from a doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital. You are also required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate without fail. Medical fitness certificate from private hospitals will not be

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 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 the Doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

It shall be distinctly understood that this offer of appointment is subject to your medical fitness, your passing with the prescribed qualification/ criteria (mentioned below), submission of original documents/ credentials and satisfactory background verification.

Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted on or before 30.09.2018 failing which your appointment will be terminated. In case it is later found that you are not possessing the below mentioned qualification/criteria, you will be terminated from the service without prior notice. True Copy Atte



::3::

Prescribed qualification/criteria:

- 1) Graduation from a recognised University having completed a regular 10+2+3/4 course.
- 2) Should have secured a minimum of 60% marks in X, XII and Graduation
- 3) Age should not exceed 26 years as on 31.12.2017. Upper age limit will be relaxed by five years in the case of SC/ST candidates.
- 4) Should be a permanent resident in the state of Kerala or should be residing in the State at least for the last five years.

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.

Execution of Bond

As per the terms and conditions of appointment, you have to execute an agreement to the effect that you will serve the Bank for a minimum period of 3 (three) 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.75,000/- (Rupees Seventy Five Thousand only) will have to be paid towards compensation and liquidated damages.

Apart from above, 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.

Salary Package

During the period of probation, you will be paid salary in the Scale of Pay Rs. 11765 - 655/3 - 13730 -815/3 - 16175 - 980/4 - 20095 - 1145/7 - 28110 - 2120/1 - 30230 - 1310/1 - 31540 and will be eligible for other allowances applicable to Clerk.

The monthly salary particulars include:

Basic Pay : Rs.13075/-

Special Pay

(Computer Operator – B) : Rs.820/-

DA (*quarterly varying) : 52.70 % of (Basic Pay + Special Pay) during March 2018

Special Allowance : 7.75 % of Basic Pay + applicable DA thereon

HRA : As applicable rate - Mini. 7.5 % Max. 10 % of Basic Pay &

Special Pay

Transport Allowance : Rs.425/-

: Rs.1400/- Copy Atteste Fixed Conveyance

Jyothi Engineering Coll Cheruthuruthy P.O.- 679 51



::4::

You will be governed by the "Defined Contributory Pension Scheme" in terms of the Bipartite settlement 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 + Special Pay + D.A) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.

On confirmation, you will be eligible for Leave Fare Concession after 11 months from the date of joining service.

After the successful completion of joining formalities, the formal appointment order stating your initial place of posting will be issued and you are advised to report for duty immediately after the completion of the Induction programme.

On receipt of this offer letter, you are requested to confirm your presence to the below mentioned e-mail address on or before 10.04.2018, failing which the offer given to you will be treated as withdrawn.

E-mail: careers@sib.co.in

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

With Best Wishes.

Yours faithfully,

Deputy General Manager

Cc: Personal File

. True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M Tech. FICA M Sc. M Phil. B.Ed
M Tech. FICA M Sc. M Phil. B.Ed
Ph.D (Computer Science). Ph.D (Maths)
Ph.D (Computer Science). Ph.D (Maths)
Cheratnurutny P.O.-679 531

GOLD BRAVED !





Date 29 - JAN- 7049

Pay against His chieque ASAMS THE KKICAKKADAN

JAISON

DICHAMS TWO THOUSAND ONLY

ALD 2,000

CLOUDWORKS CONSULTING UNICC

A/CNo. 1015139174201 AE21 0260 0010 1519 9174 601

Signature(s)

"000135:503630160: 5199134601"

FVM94E/GALHXOp3tZDU

True Copy Attested

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

Poornam Info Vision - Welcome Letter

HR <hr@poornam.com> Reply-To: hr@poornam.com To: ashithwilson@gmail.com

Wed, Nov 23, 2016 at 4:35 PM

Dear Ashith.

Good day to you.

Congratulations on your appointment and warm welcome to you as a new member of Poornam Info Vision. You were chosen to be part of our organization because we believe you can contribute to our success and share our commitment to achieving our goals. Your role is essential to fulfill our mission for the people who trust and respect us - we are committed to incredible value, quality and unparalleled

We recognize that the caliber and commitment of all our staff are the foundations in which our excellence is built, and as your employer

Consider this as the provisional offer of appointment as Jr. Software Engineer (Trainee). The formal appointment letter with

We will let you know the date of joining soon. Please get back to us as soon as possible with a confirmation e-mail.

Thanks for your time, and welcome once again. We look forward to a long and mutually beneficial relationship!

Please find below the salary details . Detailed annexure will be provided on the date of joining

CTC - 2.17 Lakh per annum.

Benefits included in CTC:

- Round the clock canteen facility will be available at a subsidized cost.
- Company is giving accommodation with cleaning facilities at a subsidized cost.
- Free transportation to and from the office to the accommodation.
- Eligible for Rs. 1,50,000/ worth medical insurance per year (self +two dependents).
- You will be covered under our group life insurance scheme for an amount of Rs. 3,20,000/
- Eligible for leave / holiday as per Company rules.
- Eligible for statutory benefits like PF / ESI / Gratuity from day one.

Please ensure to bring the following documents when you come for joining:-

- 1. One self attested copy of Pancard and Aadhar card (Provident fund opening purpose)
- 2. One self attested copy of Identity proof and Address proof (Bank Account opening purpose)
- 3. 10th mark sheet and Degree certificate or Consolidated mark sheet or Semester wise mark sheet (original)

If you have any clarifications please contact us in the below numbers: 0484 - 2427971, 2428918.

Regards, Sharan Gliesch MA Elegative

www.bobcares.com www.poornam.com

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

and Engineering College Circulatriuruthy P.O.- 679 531



Nokia Networks

Date: 15 Feb 2018

Ref: 18000000WW

Aswathy S Bangalore

Telephone: +91 (124) 4504 000 Direct fax: +91 (124) 4504 999

Nell a Goldtons and Networks India "et 136

Formerly known as Nokia Stemens Networks Pvt. Ltd.)

7th Floor, Tower A. Building No. 9A DLF Cyber City, Phase - III Gurgaon - 122002 Haryana (India)

Corp laentity No. U72900DL2006PTC155149 Dear Aswathy.

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as Graduate Engineer Trainee in the Job Grade 6 in Nokia Solutions and Networks India Private Limited ("Company"), India.The terms and conditions of your appointment are as follows: -

1 Appointment and Reporting

Mel

- 1.1 You are required to join us on 28 Feb 2018. The terms and conditions of your appointment shall be effective from your date of joining.
- This offer is valid for 7 calendar days from the date of offer or your date of 1.2 joining in the organization whichever is latest. Please indicate your acceptance of this offer of employment and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.
- You will initially report to Kschhitiz Gupta, however your reporting is liable 1.3 to change at the sole discretion of the company.
- Your appointment is subject to your being found medically fit by a Doctor 1.4 designated by the Company. The Management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job. Further details for the same in included in Annexure 6.
- 1.5 This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification posts your acceptance of this offer of employment. If from the results of this background verification, it emerges that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management (orthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same. Treeting College

ity P.O. 619 631

Regd. Address:

Nokia Solutions and Networks India Pvt. Ltd.

1507, Regus Business Center, Eros Corporate Tower Level 15. Nehru Place, New Delhi - 110019. tridia

http://in.nsn.com

- We are also enclosing a personal data form which you need to fill and send back with the signed copy the offer. Upon receiving this letter, please get in touch with us in case you need any clarification and confirm your date of joining. Also, bring with you the documents detailed in Annexure 5, supporting your credentials for this employment with the company.
- 2 Initial posting and transfer
- 2.1 Your initial place of posting will be in Bangalore. However, at the sole discretion of the management of the Company ("Management"), you will be liable to be transferred /deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in future.
- 3. Probation Period
- 3.1 You shall be on probation for a period of twelve (12) months from the date of joining the Company. The same may however be extended or the contract of employment may be terminated, if so deemed necessary by the Management.
- 3.2 On completion of such time, based on performance, you would be considered confirmed. No confirmation letter would be issued stating the same.
- 4 Emoluments and Taxes
- 4.1 Your Total Target Cash (TTC) will be Rs. 600,000.00 /- per annum. A detail of your remuneration is provided in Annexure 1 & 2 annexed hereto.
- 4.2 You will also participate in the Nokia Solutions and Networks Performance Driven Incentive Plan as per applicable policy in force from time to time.
- 4.3 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct from your remuneration, income-tax, other taxes and levies which it is liable to deduct at source.
- 5 Benefits entitlements
- 5.1 You will be entitled to service benefits as per the rules of the Management as framed from time to time and as applicable to employees. The details of your current benefits and compensation details are annexed to this contract of employment.
- 5.2 You will be eligible for Medical and life insurance and related benefits as per company rules and regulations as prevalent from time to time.
- 5.3 You will be eligible to the benefits of Provident Fund & Gratuity as per provisions of the Provident Fund Act and Gratuity Act regulations as prevalent from time to time.
- Your "work week" will be Monday to Friday. Daily working hours will be governed by the location / business specific office timings and applicable law with half an hour meal break during the work day. However, it may be necessary to extend these hours, or require your attendance at different times or week days depending on work demands; the same will be communicated to you by your manager from time to time.
- 5.5 Company will have twelve (12) days of declared holidays in a calendar year. The complete list of holidays for each calendar year is announced in December of the previous year.
- 5.6 The leave entitlement will be calculated on the basis of calendar year. Leave entitlement per year including casual and sick leave is as per rules of the Company framed from time to time. Such leaves will be credited to you on pro-rated basis for the calendar year upon joining the Company.
- In the event where the Company has paid for your relocation/joining bonus/notice period of previous employer at the time of joining, all expenses borne on account of relocation/notice period paid to you as per the Company's policy will be recovered in tulk from you, if you resign from the Company before a period of one year (12 months).

6 Termination

- During the probation period, either party is free to terminate this employment without assigning any reason therefore by giving notice of such intent for a period of fifteen (15) days. After your confirmation in regular employment of the Company, either party can terminate this employment by giving two (2) month's written notice without assigning any reasons. Ordinarily, the Company requires that you serve the full two (2) months period. Prior to leaving the services. The company reserves the right to pay or recover salary in lieu of notice and handed over to the satisfaction of your manager / in- charge / superior. Further, based on satisfactory due to exigencies of business and / or successful completion of ongoing activities including its handover, 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.
- You shall retire from the services of the Company on the attainment of 60 years of age. Your employment shall stand terminated on the date of your retirement.
- 6.3 Notwithstanding the above, the Company may terminate this Contract in any of the following events:
- 6.3.1 You are guilty of serious misconduct including but not limited to moral turpitude;
- 6.3.2 You neglect your duties;
- 6.3.3 If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within eight (8) days from the commencement of such absence and give an explanation to the satisfaction of the Management regarding such absence including submission of medical certificates as required;
- 6.3.4 You are in breach of your obligations of confidentiality to the Company; or
- 6.3.5 You do not comply with instructions or regulations imposed by the Company or any of the terms and conditions of your employment with the Company.
- 6.3.6 Any other reason as mentioned in the disciplinary policy of the Company in force from time to time.
- Upon termination of your employment, you shall immediately return to the Company, any and all documents, manuals, documented confidential information (without making any copies thereof and/ or extracts there from), kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company. You shall also deliver to the Company immediately all notes, analyses, summaries and working papers relating thereto.
- 6.5 You shall also be required to clear all dues and formalities in respect any Company facility such as leased accommodation, leased car, loan, joining bonus (if leaving within 12 months from date of joining) and other amounts that you may be required to refund as per Company policy prior to leaving the services of the Company. In the event you fail to settle accounts, complete necessary formalities or otherwise clear your dues, the Company reserves the right to initiate appropriate legal action for recovery of dues at your risk and cost.
- 7 General employment obligations
- 7.1 During your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever (either for remuneration or on a honorary basis), and shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.
- 7.2 You shall be governed by the service rules and regulations of the Company, as amended by the Management, from time to time including the Code of Conduct, the terms of which are hereby incorporated by reference. You shall abide by and carry out operational instructions/procedures as contained in the Company's guidelines and other administrative instructions as may be issued by the Management from time to time.
- 7.3 You will be responsible for the safe custody of all documents, manuals and kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.

PIT SUNNY INSEPH KALAYATHANKAL

OF SUNNY INSEPH KALAYATHANKAL

ON THE SUNNY INSEPH KALAYATHANKAL

3 (17)

http://in.nsn.com

- 7.4 You shall ensure successful and timely completion of any job / work assigned to you. You would adhere to the norms of office discipline including working hours, systems and procedures.
- 7.5 You shall keep the Management informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.
- Non-Solicitation: You agree that for a period of three (3) months after termination or expiration of your employment with the Company, regardless of the reason for termination, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that you employ or solicit for employment, any person employed at that time by the Company, or by any related corporations in any business thereof in which you have been engaged during your employment.
- 7.7 Non-Compete: It is the Company's policies to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics and encourage all employees to avoid all conflict of interest in any form or manner. Accordingly all employees must avoid activities that are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company.
- 7.7.1 During the employment period and for a period of three (3) months following termination of employment, you will not, directly, or indirectly, work for, own, invest in, direct, or aid any company or person engaged in competition with the Company. A company or person is in competition with the Company if it solicits business, performs services, or delivers goods that are competitive to the Company, its customers, or its prospective customers.
- 7.7.2 The above clause pertaining to non-competition shall be enforced to the fullest extent permissible under the applicable law.
- Non-Disclosure: You acknowledge that the Company owns an exclusive proprietary interest in certain confidential information and that such confidential information constitutes valuable commercial and industrial secrets of the Company. You acknowledge and agree that the misuse or unauthorized disclosure of any confidential information would constitute an act injurious to Company and that the unauthorized disclosure or use of any confidential information may adversely affect the Company's business, competitive position and goodwill.
- 7.8.1 Your confidentiality obligations extend to all information of a confidential nature obtained or derived from the Company's customers or prospective customers.
- 7.8.2 In view of the Company's business relationship with different competing customers, you hereby covenant not to discuss any customer-related information nor share any customer data or techniques with other employees working on projects or accounts of another competing customer. You will take all necessary measures to protect the confidentiality of all information relating to the customer account for which you are responsible or to which your work relates, as well as any and all relevant data in your custody.
- 7.8.3 You hereby covenant not to mention anything about any competitors of the customer when communicating with the customer. You agree to keep all discussions on matters relating to the specific account within the account team, and that this applies for all communication between all levels of the Company organization.
- 7.8.4 You also agree not to take or remove from the premises without prior authorization in writing any original or copied material including any document, specification, drawing, diagram, plan, list, magnetic medium or any article relating to the Company's interests, secrets, or products, past, present or future, except where by virtue of the nature of your duties you are acting in the Company's interest and consent for such action would not reasonably have been expected to be withheld.
- 7.8.5 Under any or all circumstances, you agree not to make any public statements nor press releases about the customer account or project you are assigned to work on or are working on or about any competitors of that customer, without written authorization from the Company.
- 7.8.6 If, during the term of employment, you breach or violate any of the terms set out in this clause, you agree that this shall be sufficient cause for the Company to terminate this Contract. You acknowledge and agree that the termination of this Contract shall be without prejudice to any other legal remedies that the Company may have against you.

Dr SUNNICA M.SC., Ph.D (Maths) 400

- 7.8.7 You agree that upon the termination of your employment with the Company for any reason whatsoever, whether such termination was made voluntarily or involuntarily by you, with or without cause, you will immediately return to the Company any and all property, customer lists, information, forms, formulae, plans, documents or other written or computer material, software or hardware, or copies of the same, belonging to the Company or any related companies of the Company within your possession or made or compiled or delivered to you during your employment, and will not at any time thereafter copy or reproduce the same.
- 7.8.8 You agree that the covenants and undertakings relating to non-disclosure that you have given herein shall information becomes part of the public domain.
- Use of Company Marks: You agree that you will not retain or use, for your account or any other account, at any time, any trade names, trademarks, service mark, or other proprietary business designation used or owned in connection with the business of the Company, or any of the related corporations of the Company. For clarity, it hereby declared that ownership and title to all of the aforesaid properties shall at all times be vested in the Company, or its related corporations, as the case may be.
- 7.10 Employment Invention: You shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to you either alone or in conjunction with any other person during your employment with the Company, with the exception of inventions which you know to be not applicable to the field of activity of the organization. The company shall be entitled to get such invention(s) / patent.
- 7 10 1 You shall inform the Company at the commencement of your employment with the Company of all inventions previously made by you is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.
- 7.10.2 The Company will be free to adopt any of the employees' inventions to the Company at the commencement of your employment with the Company and conceived during your employment with the Company, and to assign to others the right to adopt it, and the Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of the letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.
- 7.10.3 You shall on the request of the Company execute any necessary assignment, application form or other documents necessary for obtaining any protection right, which the Company will choose and you shall assist the Company if called upon to do so to obtain at the Company's cost, such protection right.
- 7.10.4 You shall treat all information relating to such invention as confidential and disclose it only to his superiors or any such person as your superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.
- 7.10.5 You agree that all inventions, designs, improvements, writings, and discoveries made during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and all necessary actions to obtain the patents and copyrights, and vest the Company with full and exclusive title thereto, and protect same against infringement by others.
- Conflict of Interests: By joining the services of the company you confirm that you have disclosed fully to the Company any business interests or circumstance that conflict with the Company's interests. You agree to disclose immediately to the Company any conflict of interest between the Company and you or any immediate relatives that may arise during your employment. You are required to sign our standard conflict of interest disclosure form. You acknowledge that you have read, fully understand and agree to abide by, the terms and conditions of this disclosure shall form part of this present employment agreement.

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

M. Tech, M.C.A., M. Sc., M. Phil, B.Ed

M. Tech, M.C.A., M. Sc., M. Phil, B.Ed

M. Tech, M.C.A., M. Sc., M. Phil, B.Ed

Ph. D. (Cumpuler Science), Ph.D. (Mains)

Ph.D. (Cumpuler Science), Ph.D. (Mains)

Ph.D. (Cumpuler Science), Ph.D. (Mains)

O Nokia Spiniors and Network 33115

Description of the Computation of the Computation

8 Governing Law and jurisdiction

This offer of employment shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and Management will be subject to exclusive jurisdiction of whatsoever nature.

In case this offer of employment is acceptable to you, please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

for Nokia Solutions and Networks India Private Limited



Ajit Singh Human Resources

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the offer of employment on the terms and conditions stated herein above.

Dated: .

True Copy Anested

Aswatty S



ASWATHY SATHIANARAYANAN

Nokin vetoxirle

NOKIA

082-43634343 +44 207 365 9626 Family: 9476756440

等。因此中国中国的政策和政策,是由自然的国际基本。并为



ASWATHY SATHIANARAYANAN

Bangarare, Miss.

NOKIA

True College - 1990 and

Dr. SUNNY MOCERNIAN M.Test Ph.D (C)

+44 207 365 9626 Family = 9496756440

WATHANKAL L. U (Maths) Conege i=679531



YOGAKSHEMAM LOANS LIMITED

YLL/HO / HR /2018 -19/259 Ms. Athira C A. Chambulli (H) Worker's Nagar Kanimangalam P.O Thrissur- 680027

Date:07.07.2018

Dear.Athira CA,

Ref: 1. Offer Lr. No.YLL/HO/HR/2018-19/157dt 05.06.2018

2. Your acceptance

Considering your acceptance of the offer letter cited above, we are pleased to confirm your posting as Senior Executive (IT Support) on probation in our Institution subject to the terms and conditions prescribed below.

- 1) Terms of Employment:-You shall be on probation initially for a period of one year and the organization may at its sole discretion extend the period of probation for such period as it deems fit
- a) You shall not be deemed to be confirmed in the service after the completion of the probationary period or extended probationary period, unless you are specifically informed in writing to that effect by the organization.
- b) You will be duty bound and entitled to handle and protect the belongings of the institution intact in your place of work and is allowed to utilize all the facilities there, provided their loss, damage etc, if any, arisen out of your negligence, dishonesty, misuse or any other lapses has to be indemnified. In the event of your services being terminated for any reason whatsoever or if you leave our employment of your own, then you will be obliged to account for and return any property including cash if any,etc, in your possession, custody or charge. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
- c)The employee is bound to adhere to the standing guidelines and the code of conduct as well as the rules and regulations of the company, currently in force and as may be framed in future, by himself/herself and oversee the compliance of such rules and regulations by all other employees working under him/her.
- d) If you desire to resign from the company, you shall give at least one month's prior notice of your intention to leave the company. If you are in the rank of Assistant General Manager and above, the notice period shall be three months. In the event of failure to do so, you will be liable to compensate the company with an amount equal to the salary and allowance for the actual days of deficiency in such notice.

Regd. Off. Yogakshemam Apartments, Kallingai Lane, Thiruvambady, Thrissur-680 022 - 91 487 2338984 2233719 23230720 CIN: U65992KL1991PLC005965 | 🗷 mail@yogloans.com by Medsife: www.yogakshemamidans.com

Page 1 of 3

e) In case of resignation Company reserves the right to hold one month salary for a period not exceeding one year as a precaution to deal with liabilities that may arise on account of your negligence. The pending salary and security deposit will be released after the above period, in case no claim has been reported against the employee.

II) Communications through e-mail:-

Company will be using the registered e-mail of the employee furnished at the time of interview to communicate with the employee. The e-mail sent to the registered e-mail ID shall be considered as a valid service of such communication to the employee. Therefore the employee shall communicate to the company, changes if any in their e-mail ID.

III) Salary: - You shall be paid a CTC of Rs.13,714/- per month
In addition to the above salary you will be entitled for performance based bonus/incentive based on such parameters and at such rate and at such intervals as may be decided by management from time to time.

IV) Statutory Deductions: - In the event the company is forced to remit any statutory payment to any authority by reason of engaging you as an employee on probation, the same shall be recovered from your monthly salary which is paid or payable on any subsequent date on absorbing you as regular employee of this company.

V) Transfer/deputation: - During the period of employment, the company shall be at liberty to transfer your service between the branches and also to depute you to any company or any entity in the yogakshemam group

VI) Leave: - During probation period, you will be entitled for following leave benefits during a financial year.

Casual Leave-12 Sick Leave- 12

VII) General: - You are liable to abide by the norms and regulations of the company including dress code.

- a) You shall not use the data, details of customers and all the other information's furnished by the eompany for any purpose whatsoever except for executing the work entrusted to him/her by the company and shall not disclose such information to any third party. You are liable to maintain secrecy on the matters regarding the company even after your tenure/termination with the company.
- b) While in the employment of our organization, you shall not accept any other employment whatsoever either for remuneration or otherwise, nor shall you directly engage yourself in any trade, business or occupation whatsoever and shall devote your full time and energy in discharging your duties faithfully, sincerely, efficiently and to the best of your ability and make best effort to use your knowledge and skill in continuation and development of our organization's business and activities.

c)You will work in the Section/Department, wherever you are placed and will do to the satisfaction of the organization such as is given to you from time to time, by your superiors. You shall also work extra time and so days of weekly/paid holidays for the organization, whenever called upon to do so.

d) Your appointment shall be subject to you being declared medically fit by the Medical Practitioner, specified by the organization.

Page 2 of 3

- e) If any time, it is found that you had in your job application or at the time of joining furnished false information regarding your details, knowing it to be false or had knowingly suppressed any such information, your employment with the organization shall be terminated with immediate effect. A communication is posted and delivered to you, without payments of any benefits whatsoever.
- f) You shall execute an employment agreement and indemnify with proper securities/security deposits.

Your posting will be initially at Head Office of Yogakshemam Loans Limited.

As per the joining report at Head Office, your appointment came in to effective from 7th June 2018.

For Yogaksheman Loans Limited

Rajesh Kumar K

EVP& Company Secretary

I have read and understood the above terms and conditions and undertake to abide by them.

Signed: Athira CA

Date:

07/07/2018

Trup Copy Allested

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

Phil (Computer Science)

P



2nd Bay, 3rd Floor, Bharathakshemam Bldg., College Road, East Fort, Thrissur - 680 005. Phone: 0487 - 2329898

Website :- www.dukesoft.net E-mail :- dukesoftter@gmail.com

To whom so ever it may Concern

This is to certify that Mr. Christo Joy Varghese is working with us as Programmer since 13-07-2017. Currently his salary is Rs.25000/-(Rupees Twenty five thousand only) per month.

Thrissur 07-03-2019 For DUKE SOFT

James.

LOUIS U.J. (Proprietor)



emuro

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

M. Science), Ph.D (Maths)

P. M.CIPAL

M. Bering College

M. Science (Maths)

M.



Kaar Technologies India Pvt Ltd (SEZ Unit)

2nd Floor, 3rd Module, Neville Tower, TRIL Infopark Ltd, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113. TN INDIA

t | +91 (44) 4065 1700

f | +91 (44) 4065 1899

e | info@kaartech.com

w www.kaartech.com

CONFIRMATION LETTER

July 05, 2018

Christy Robert A.ID: 1563

Dear Christy,

This is with reference to the performance review and subsequent discussion we had with you for the period of your probation.

We appreciate your sincere efforts and good performance and in view of the same, you are being confirmed in your services with Kaar, effective May 27, 2018.

All other terms and conditions of your employment remain unaltered.

We look forward to your continued support in achieving organization's goals and wish you a successful career with us.

For Kaar Technologies India Pvt. Ltd.,

Srinivasan Subbiah

Chief Human Resources Officer

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M. Lach, MCA, M.Sc, M.Phil, B.Ed M. Lach, M

meering College



Kaar Technologies India Pvt Ltd (SEZ Unit)

2nd Floor, 3rd Module, Neville Tower, TRIL Infopark Ltd, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600 113. TN INDIA CIN: U72200TN2005PTC087065

t | +91 (44) 4065 1700

f | +91 (44) 4065 1899

e | info@kaartech.com

w | www.kaartech.com

Date: 21st December 2016.

Name: Christy Robut

Location: 16mla.

Dear Christy,

With reference to your application and subsequent interview, you had with us, we are happy to offer you the position of "Trainee" in II-D grade, Professional Band based on our Organization structure on the following terms and conditions.

Your Gross Annual Remuneration is Rs. 5,00,000 (Five Lakhs Only), the details of which are enclosed in the annexure.

You will be on probation for six months at the end of which your performance will be reviewed.

You will be required to sign a Proprietary Information and Inventions agreement on joining. Your employment with us will be governed by the terms and conditions of the organization.

Employment as per this offer letter is subject to you being medically fit, and subject to satisfactory references and background verifications.

Your date of joining with the company will be on 4 october 17. This offer of appointment will become valid only upon your acceptance before 21st December 16.

Please sign the duplicate copy of the letter and return it to us as your acceptance of this offer.

We welcome you to Kaar Technologies and look forward to a long and mutually rewarding association with you.

Yours sincerely,

For Kaar Technologies India Pvt. Ltd.,

Deivasigamani J Vice President - Global HR Dr. SUNNY JOSEPH KALAYATHANKAL

M Tech, MCA, M.Sc, M.Phil, B.Ed mover Science), Ph.D (Maths) FILICIPAL Gering College

P.O. - 679 531





MIDHUN DAS SYSTEM ADMIN

DOB : 13/08/1995

BG : AB+ve

ID NO : SODO08

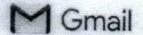
e Copy Allested

- Omes

AYATHAN. Phil, B.Ed Ph.D (Math.

College

POCO SHOT ON POCO F1



Helna Vincent <helnatv@gmail.com>

Fwd: Amazon_New Hire Orientation Invitation Email

1 message

Deen Shifaz <deenshifaz@gmail.com> To: helnatv@gmail.com

Tue, Mar 5, 2019 at 2:27 PM

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

From: Amazon India Recruitments hrs-india-recruiting@amazon.com

Date: Thu 17 Jan, 2019, 9:29 AM

Subject: Amazon_New Hire Orientation Invitation Email To: deenshifaz@gmail.com <deenshifaz@gmail.com>

Hi Deen Shifaz.

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

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

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

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

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

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

M. Tech, M. Tech,

Welcome to Amazon! We are excited to have you onboard. In this email you will find information about 'Day 1' at Amazon and the documents/information you need to bring along with you for a smooth Onboarding process. You will have a New Hire Orientation program on your date of joining to induct you on Amazon Culture, Business Teams, Leadership Principles, etc.

Your joining date, reporting time and venue for New Hire Orientation is given below:

- Date of Joining: 21st January, 2019
- Reporting Time: 8:30 am
- Amazon Office Address: Amazon Development Centre India Pvt.Ltd; Taurus Bagmane Constellation Business Park (BCBP); K.R. Puram- Marathalli Ring Road; Mahadevpura; Bangalore - 560037
- Reporting Building and Floor: Taurus 1- BLR 13; 3rd Floor

It is mandatory for you to have the following documents/ information with you on the

- Pan Card no.
- 2. Aadhaar card no.
- 3. Bank Account Details
- 3a. If you want to transfer an existing Bank Account with HDFC, ICICI, Citibank, SBI, please get information on:
- Your Bank Account Number
- The Bank's IFSC Code

following:

Please Note: If you want to open a new account, you will not require this information

If you want to open a new Bank Account with SBI or HDFC, please carry the

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

Ginali - rwo: Amazon_New Hire Orientation Invitation Email Pan Card - 2 photocopies Address Proof - 1 photocopy Photo Identity Proof - 1 photocopy Passport Size Photographs - 2 Please note: You will be given time to interact with the Bank POCs on Day 1 Request you to please carry a printed copy of this email which will be required at the security check of the Amazon building. The email outlines the things you need to follow to reach the venue for your New Hire Orientation. Please feel free to reach the recruitment team Aiyappa BR: 8861339000 for any assistance. Contact the recruitment POC between 10AM to 6PM only. Welcome again to Team Amazon and we look forward to have you onboard! Thanks and Regards, Amazon India *Kindly do not reply to this email as we are not monitoring this mailbox. For Any queries please reach out to your recruiter or write to recruiting-feedback@amazon.com True Copy Attested

EWN NO

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M. Phil, B.Ed M. Tech, MCA, M.Sc, M. Phil, B.Ed (Maths) 6 attachments



image001.jpg 70K

image002.png 1K

> image003.png 1K

image004.png

amazon

image005.jpg 13K

image004.png 1K

Frue Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

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

PRINCIPAL

Jyothi Engineering College

Cherutnuruthy P.O.-679 531



Confidential

June 11, 2018 Ms, Delila joseph Kalathilparambu House Ochanthuruthu Post, Ernakulam

Dear Delila joseph,

Congratulations! We welcome you to the family of Sutherland.

- 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 05, 2017 on the following terms and conditions:
- 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.
- 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.
- 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.

D-124-

Shiv Kumar Ganapathi

Associate Vice President and Head of Talent Acquisition, India

Dr. SUNNY JOSEPH KALAYATH Candidate Signature:

r. SUNNY JOSEPH KALATATA M.Tech, MCA, M.Sc, M.Phil, B.Ed M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL Jyothi Engineering Collega Jyothi Engineering Collega



19th January, 2019

Ms. Dhanya P Iyer Pranavam House Sangam Nagar, Pottore P. O. Kuttoor, Mulagunathukavu Thrissur - 680581

Dear Ms. Dhanya P Iyer,

Sub: Offer letter for the post of - "Officer (Grade : A1)"

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

You will be paid an annual CTC of Rs. 2,40,000/- (Rupees Two Lakhs Forty Thousand Only) and a detailed structure of the same will be given later. This offer takes effect from your date of joining.

You will be on probation for a period of six months and will be confirmed on the basis of your performance.

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

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

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

Passport size photograph - 10 Nos.

Attested copy of ID proof/address proof along with originals.

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

Relieving order in original from the previous employer.

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

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

Yours sincerely.

Head - HR

To: Ms. Dhanya P Iyer, Pranavam House, Mulagunathukavu, Thrissur – 680581 YATHANKAL cTo: Head-HR/Finance/Personnel file.

Dr. SUNNY JOSEPH (Maths)

CcTo: Head-HR/Finance/Personnel file.

M. Tech, MCA, M.Sc, M. Phil, B Ed Ph.D (Computer Science), Ph.D (Maths) Jyothi Engineering College Cheruthuruthy P.O. 679 55

True Copy Attes



Confidential

June 11, 2018 Mr. Ditto Davis Cheruvathour House Pavaratty Post, Thrissur

Dear Ditto Davis,

Congratulations! We welcome you to the family of Sutherland.

- 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 05, 2017 on the following terms and conditions:
- 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.
- 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.
- 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.

124

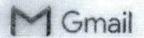
Shiv Kumar Ganapathi

Associate Vice President and Head of Talent Acquisition, India

Candidate Signature:....

Dr. SUNNY JOSEPH KALAYATHANKAL Dr. SUNNY JOSEPH KALAYATHANKAL MCA, M.SC, M.Phil, B.Ed (Maths)





Helna Vincent <helnatv@gmail.com>

Fwd: Call letter : Appointment for Software Engineer

1 message

Divya Andrews <divyaandrews93@gmail.com> To: helnatv@gmail.com

Tue, Mar 5, 2019 at 10:47 AM

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

From: Divya Andrews <divyaandrews93@gmail.com>

Date: Thu, 22 Mar 2018, 10:11 am

Subject: Call letter: Appointment for Software Engineer

To: <swapna@jecc.ac.in>

From: <basil@proemtech.in>
Date: Wed, 21 Mar 2018, 3:07 pm

Subject: Appointment for Software Engineer

To: <divyaandrews93@gmail.com>

Dear Divya,

We are pleased to inform you that you have been appointed to the position of Software Engineer at ProEmTech Infosystems Pvt. Ltd., India.

It would be required of you to join us by 3rd April 2018.

You may confirm your response to us by 28th March,2018. In case, you wish to discuss the details of the employment terms, please connect with us at +91 8041144144. In the event that we do not hear from you by the mentioned date, this offer will be automatically withdrawn on the date. We look forward to hearing from you on this subject.

Yours sincerely,

asil Kuriakose ProEmTech InfoSystems Pvt.Ltd,Bengaluru ||basil@proemtech.in || 080-41144144 || True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

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

M. Tech. McA., M. Sc., M. Phil,



To,

Mr. Edwin Lazar E Edathiruthikkaran House Cherpu PO Thrissur, Kerala +91 7736434465 +91 6282669659

Sub:- Offer letter for the post of .Net Developer

Dear Mr. Edwin, .

It is my pleasure to inform the following offer of employment to you on behalf of KRIS Inventa Pvt. Ltd. Further to the Interview, you have with Project Manager, you have selected in our organization for the post of .Net Developer. Your starting salary will be 25,000/-. Your salary will get revised only after a year on the basis of your performance.

Offer stands cancelled in case of any deviations in information or if you fail to report to HR department on or before 20th March 2019. I will have to assume that you have not accepted this job offer if you are not sending me a confirmation letter as early as possible.

On reporting, please bring one recent passport size photograph, photocopies of all educational certificates, Salary slips and Relieving letters in Original.

I look forward to an enduring relationship with yourself.

Detailed appointment letter will be issued at the time of joining date.

With Regards,

HR Department Kris Inventa Pvt. Ltd. 

WELCOME LETTER

19th February 2019

Dear Francis,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an Embedded Systems company.

We are enclosing your letter of contract in duplicate, along with other necessary information. Kindly sign the duplicate copy of your letter of contract and have it returned to us at the earliest.

Please note that the offer of contract is subject to satisfactory completion of your reference checks. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd, VI 405/E1, Fathima Tower, Malepally Road, Thrikkakara PO, Kakkanad, Kochi -682021 India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Hariprasad V Nair at hari.nair@gadgeon.com.

We look forward to you having a long and fruitful relationship with GadgEon.

Sincerely, for GadgEon Smart Systems Pvt. Ltd

Dr. SUNNY JOSEPH KALAYATHANKAI
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (No PRINCIPAL
North Engineering College

Gadgeon Smart Systems Private Limited, VI 405/E1, Malepall Road, Thrikkakara, Kochi – 682021, INDIA Phone: +91-484-2903000; Fax: +91-484-2903199; Email: info@gadgeon.com



CONTRACT LETTER

19th February 2019

STRICTLY CONFIDENTIAL

Dear Francis,

We are pleased to offer you a contract position of Software Engineer- Trainee with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document.

The contract terms and conditions are:

1. Contract

Your contract employment with the Company will start from your joining date and it shall be not later than 25th February 2019. You will be on contract for first six months. If in the opinion of the Company you are found suitable in the contract post, you will be offered an employment with Gadgeon. During the contract period you will be receiving Rs.25,000/- (twenty five thousand) only per month as the compensation.

2. Designation and reporting

On joining you will be designated as Software Engineer- Trainee. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at Kochi but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company.

You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays.

ON JOSEPH KALAYATHANKAL

SCINNY JOSEPH KALAYATHANKAL

SCINNY JOSEPH KALAYATHANKAL

SCINNY JOSEPH KALAYATHANKAL

Gadgeon Smart Systems Private Limited, VI 405/E1, Malepally Road, Thrikkakara, Kochi – 682021, INDIA Phone: +91-484-2903000; Fax; +91-484-2903199; Email: info@gadgeon.com

name P.O.







Ref no: HB/EXT/HR/AL/A-RT/JAN18/007

Mr. Gentlesam Wilson Brahmakulam House F O Veluthur Kunnathangadi Thrissur- 680012 09.01.2018

LETTER OF APPOINTMENT

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

Following are the terms and conditions of your appointment.

- Your date of joining will be on 08.01.2018 (Monday). Your normal working hours will be 09:00 AM to 05:00 PM. 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 You may be required to travel to other districts in Kerala as required by the Company, and the travelling expenses will be reimbursed upon submission of original bills.
- 2 Your nature of work will be teaching in Hardware & Network 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. The duration of your agreement with us is for Twelve months. You will be on probation for this period and your monthly stipend will be Rs 2000 (Two Thousand) per month. You are not entitled to 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 issue an experience certificate on completion of Twelve months.

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,

HR Manager

IIB Education Pvt. Ltd.

NSDC NSDC RARINER *

amhro

JOSEPH KALAYAT Mileon, MCA, M.Sc, M.Ph (Computer Science), P PRINCIPAL

Jyothi Engineerin

118 EDUCATION PRIVATE LI Sheruthuruthy Pri

Begistered Office Dicor No. 25/395/35, Pathayapura Building, Round South, Thrissur-680001, Kerala.

Ms. Giya Antony Chalissery House, Palisserry P.O. Palakkal, Thrissur, Kerala.

August 07, 2018

Dear Giya,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of Software Test Engineer in Job Level 1. Your Role designation will be Software Test Engineer- and your personal level will be 1.

The location of reporting will be Info Park, Cochin. The date of your joining would be August 13, 2018. Your total gross salary as applicable has been detailed in the annexure to this letter. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per company policies.

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to Sinergia Media Labs. We wish you a long, rewarding and fulfilling career and look forward to your joining us. led

Dr SUNNY JOSEPH KALAYATHA!

mputer Science), Ph.D

ineering Coll thy P.O. - 67

Yours Sincerely,

Derrick Sebastian



Sinergia

IAM GIYA ANTONY

DESIGNATION

TEST

ENGINEER

EMPLOYEE ID

SML052

True Copy Ailested

Serve 20

Sc. M

VCC.

C107 1ST FLOOD SCK01 BUILDING SMART CITY KOCH



Date: 13-Dec-16

Haritha G Jyothi Engineering College

Appointment Offer: Software Engineer

Dear Haritha G,

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.
- 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 your by ODE 2017 AYATHANKAL M. Seen, MCA, M.Sc, M.Pnil, B Ed (Computer Science), Ph.D (Maths)

IBS Software Services Private Limited 11ege



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
Control (Con	Fixed Remuneration	Amount in INR
SI. No.	Component	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

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.

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.

IBS Software Services Private Limited



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.
 - You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - 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.

Dr. SUNNY JOSEPH KALAYATHANKAL

M Tech. IBS Software Services Private Limited



Minimum Period of Service 9.

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.

Notice Period & Termination of Employment. 10.

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

Regulations 11.

- Your employment will be governed by, and you are bound to abide by, the a) 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.
- You are expected to work diligently, faithfully and to the best of your ability in b) 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.

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.

d) JOAIP intellectual properties rights in, India and abroad, for the full term of such M. Tech Mirights, in any Work (as defined under the Copyright Act, 1957 and as amended Ph.D (Compufrom time to time) or in any other matter including but not limited to,

Jyothi Engineering College Software Services Private Limited

True Copy Attested



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.

- You shall execute the Security and Confidentiality Regulations of the Company e) with respect to protection of confidential information of the Company.
- You understand that if you are deputed on any work/assignment/project at f) 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.
- You shall at any times be liable for the disciplinary actions including warning, g) 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, theft, misappropriation/ fraud, dishonesty, immorality, misbehaviour, conviction, falsification of documents/ records or information given in your biodata/ 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.
- During your employment with Company and for a period of one (1) year h) immediately following termination of your employment, for any reason whatsoever, you shall not:

True Copy Allesle

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, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in Dr. SUNNY JOSEPH KALproducts or services in competition with the Company, to the travel, developing, designing, producing, marketing, or selling, software SUNNY JUST M. Sc. Mtransportation and logistics industry and such other industry the M Tech. Work Science Company will serve in future. You acknowledge and agree to this

College College

Samuel P.O. - 67BS Software Services Private Limited



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.;

- directly or indirectly contact, seek or accept employment with any third ii) 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
- directly or indirectly, either on your own account or as a partner, iii) 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.
- This Appointment Offer is to be read in conjunction with the rules and i) 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.
- The service conditions mentioned in this Appointment Offer are not subject to j) any amendments unless communicated by the authorised officer nominated by the Company for this purpose.
- If any of the clauses or sub clauses of this Appointment Offer become invalid k) or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- The Company reserves the right to initiate legal proceedings for any breach by 1) you of any of terms of your employment.
- This Appointment Offer shall be governed and construed in accordance with m) the laws of India.
- In the event of any dispute between the parties hereto regarding or arising out n) of this Appointment Offer, the Courts in Trivandrum, Kerala, shall have the sole True Copy Allesie jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.
 - 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 Kofferniland other documents submitted by you. Any

M. Tech, MCA, M.Sc. M Tech. WIBS Software Services Private Limited



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.

The offer is extended relying on your representation that you suffer no p) 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, Mc A. M.Sc. M. Phil, B.Ed 11. - (Computer Science), Ph.D (Maths) Junio Engineering College Cheruthuruthy P.O.-679 531



A-8126 HARITHA G



135 Software Private Limited



BP.18.021.00 04th Jul, 2018

To

Mr. Jerin K J S/o Johny K C Vadakkethala Kannath (H) Kanjany P O, Thrissur. PIN - 680612

LETTER OF APPOINTMENT & EMPLOYEE CONTRACT

Dear Jerin,

We are pleased to offer you employment at Bayasys Infotech on the following terms & conditions:

1. Appointment

- You shall be appointed to the position of 'Programmer Trainee' with effect from 04th July, 2018.
- b. You shall be based in Kochi, but will serve the company or any of its subsidiaries or associated companies in any location within or outside India.
- c. You shall abide by the 'Service Rules & Code of Conduct' of Bayasys that shall form an integral part of this contract.

2. Compensation

Your annual compensation will be Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand Only). The break-up of emoluments is available in the Annexure B.

3. Documents

You are required to submit the following documents at the time of joining:

- Self-attested photocopies of educational qualifications (originals need to be submitted for verification)
- b. 3 recent passport size photographs
- c. Copy of Passport (if not available copy of any valid address proof)

Other Terms & Conditions are mentioned in the Amexure A, appended to this letter.

Thanking you,

For Bayasys Infotech (P) Ltd

Sajin P. Antony

CEO & Managing Director

HOON WELL WANK

I, Jerin K J, have read and understood all the aspects in this letter and the Annexures A & B and accept them of my own free choice and will.

Employee Signature:

Date: 04-07-2018





Jesni Tomy Vithayathil House Chazhur PO, Thrissur- 680571 Date: 8th Jan 2018

Date: 8th Jan 2018 Ref No: 2019/002

Sub: Letter of Offer

Dear Jesni Tomy,

This has reference to the interview you had with us. We are pleased to know that you would like to be a member of our Team. We are pleased to offer you the position of <u>Developer - Trainee</u>.

Your gross annual salary on the basis of Cost to the Company (CTC) will be decided as per your performance in the training period effective for 30 working days or more from the date of your joining as per management discretion. We will be covering your traveling expenses (through public transport like line bus or train) during your training period.

Your life cycle of the employment will be as follows:

- 1. Training Phase 1 Months
- Probationary Phase 6 Months. Salary will be decided Subject to your satisfactory training performance provided in writing and Management approval.
- Permanent Phase Salary Revision, subject to your performance as per the company expectation.

We expect you to join us on 14th January 2018. Please note that this offer is valid subject to your signing and agreeing to all conditions in Annexure I of this document and returning the duplicate copy (attached) of this letter and also submitting the document mentioned in the Annexure II of this Document within 3 working days.

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,

Archana Deepesh
PMO & Administration

Dr. SUNNY JOSEPH KALAYATHANKAL

ME Mail: info@bynoedutech.com B Ed
Ph. Phone: P91.8086 01811 Ph. (Maths)
Website: www.bynoedutech.com

Jyothi Engineering College
Cheruthuruthy P.O.- 679 col

First Floor, Marigold, Town hall Road, Irinijalakuda, Thrissur – 680 121

Presence: Mumbai | Bengaluru | Pune | Kochi | Trivandrum | Thrissur | Ernakulam | Nagpur



Annexure I

- Any other benefits like Paid Vacation leave, Annual Stock option, Education Benefits, Insurance and any other paid benefits are super convenience given to the employee and the same depends on the employee performance and company discretion at the time of entitlement.
- In case if we found your performance and commitment does not deemed fit as per the company expectation, the company will have complete right to terminate your training/ probationary engagement with us without any prior notice.
- You are also not allowed to disclose the company documents, process flow, software logics and screen shots to any other third party without written consent of the company.

Annexure II

- Following Documents are required on Joining Date/ Before 7 days of Joining the Employment:
 - o Valid Document for Age Proof (Photocopy for Submission/ Records, Original for verification)
 - o Valid Document for Address Proof (Photocopy for Submission/ Records, Original for verification)
 - o Valid Employment History Proof (Photocopy for Submission/ Records, Original for verification)
 - o Latest Salary Slip of Previous Employer
 - 2 copies of Latest Photo
 - Degree/ Convocation Certificate (Photocopy for Submission/ Records, Original for verification)

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed E Mail: Info@bynoeduæhl.complincipal
Phone: +91 8086 01 8111
Website: www.human

Website: www.bynoedutech.com/neering College Cheruthuruthy P.O. 679 531

First Floor, Marigold, Town hall Road, Irinijalakuda, Thrissur - 680 121



OFFER LETTER

Dear Mr. JITHIN T.V

Date: 10/6/2017

We are pleased to offer you the position of "Junior System Engineer" subject to the following terms and conditions:

- 1. You will be under a probation of 5 months. During the probationary period your performace will be reviewed. The management will have the right to extend the probation and/or dismissing an employee during the probation period. Your probationary period counts towards your continuous service with the organization.
- 2. Your starting salary will be Rs.10,000 which be will reviewed periodically as per the company policies.
- 3. Your confirmation, increment and career progression will purely depend on your performance and merits. Company will provide you ample opportunities for career growth.
- 4. You are required to execute a bond in favour of the company assuring that you will work for the company for a minimum of two years.
- 5. During your servicé, you will be governed by the rules and regulations of the company.
- 6. If you agree to the above terms and conditions you are requested to sign and return the enclosed copy of this offer letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards success. We assure you of our support for your professional development and growth.

Yours faithfully,

For SupportSages

Vanisree Vasudevan

HR Executive

SUMMY 100

supportSages Consultancy Services Pvi Utd CIN: U72200KL2015PTC038B50

sever Management ! Multimed a Sciutions ! SEC/Marketing - Sattware Suiglicas Med Sciutions legd. Office: USHUS, Ambalam Unichira Road, Edapally P.D., Kochi, Kerala, India orp. Office: Door #27/6050, Toll Jn. Pukkattupady Road, Edapally P.O., Kochi, Kerala, andia

tollege

+91 999 5497 704 +91 484 4015 918 w.supportsages.com corporate@supportsages.com

28th May 2018

Ms. Kareeshma Michael Meledeth (H) Cheroor PO Thrissur, 680008

Sub: - Offer letter



ETP SEZ Phase III, Module No 2606 6th Floor, Yamuna, Technopark Kariyavattom, Trivandrum- 695583 Tel : (+91) 471 2710 030

Dear Kareeshma,

This has been in reference with the interview you had with us. We are pleased to make you an offer for the Position of "Junior Market Researcher/Content Writer" at our Trivandrum office. Your monthly emolument including salary, allowances, other benefits and statutory deduction as applicable three (3) months. Your appointment is subject to:

Your date of joining the services of the company on or before 04th June 2018

- > Your written acceptance of this Offer Letter.
- Verification of your testimonials.
- Receiving satisfactory reports from your references.
- You being found medically fit for the job.
- > You will be relieved from the employment if we find you unfit for the job.

Please bring a copy of all your certificates, Pan Card, Aadhar card, Address Proof, Relieving letter, past 3 month's salary slip and 5 Passport Size photos at the time of Joining.

Please sign and return to us the duplicate of this as a token of your acceptance of the above terms

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Saranya S
HR-Admin

I have read and accept the terms and conditions: M. Tech, M.C.A., M.S.D., M. Phil, B.Ed

Name: Ph.D. (Computer Streete), Ph.D. (Maths)

Fight C.PAL

Signature: Jyotine a gineering College
College College

Annexure - 1

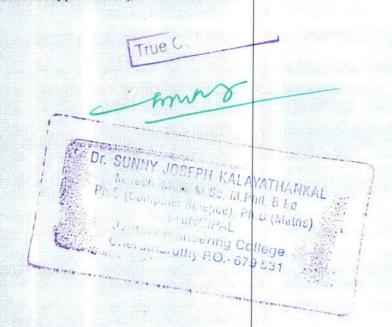
Name: Kareeshma Michael

Designation: Junior Market Researcher/Content Writer

Components	Monthly	Annual	
Basic	7,200	86400	
DA	4,000	48000	
HRA	4,480	53760	
Medical-Fixed			
Conveyance/Transport Allowance	220	2640	
Special Allowance	2,100	25200	
Gross Pay	18,000	216000	
Deductions			
Kerala Welfare Fund	20	240	
Net Pay	17,980/-	2,15,760/-	

Other Statutory Deductions:

EPF and ESI will be applicable Income Tax deduction will be applicable as per the Income law.





V2/DOC/HRD/083/ Te20182882.3

Date: 7th August, 2018

To.

Krishnapriya Nair Padassery House, Athani, Peringandoor, Thrissur, Kerela – 680581.

Sub: Offer for Employment at V2Solutions

Dear Ms. Krishnapriya,

We thank you for considering V2Solutions as a place where we can travel the journey together. We want to congratulate you on getting selected for the post of Associate Software Engineer. We trust with your knowledge, skill and experience you will soon become a valuable member of the V2 family.

As discussed, your Compensation Package (CTC) will be approximately Rs: 2,83,500/-. You are requested to join us on 13th August, 2018.

Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining. The offer has been made based on the information furnished by you and you being medically fit.

Please bring along the below listed documents / details on your day of joining:

- All your educational documents and employment Certificates (appointment, relieving etc.)
- Address Proof (Rental Agreement if applicable)
- Last 2 months' Salary Slips (2 Copies each)
- · Photo Id proof, 3 photographs and Pan Card

You will be on probation for a period of 6 months from the date of joining.

Please respond with your acceptance of the Offer Letter and submit a resignation notification from your current organization. The offer from V2Solutions is valid only till 9th August, 2018

Attached are Annexure A and B for your reference

Yours truly,

For V2 Tech Ventures Pvt. Ltd.

Nimmy Chowalloor

Recruitment Head

IMNY JOSEPH KALAYATHANKAL LA M Sc, M.Phil, B.Ed LOS MARCHES), Ph.D (Maths) PRINCIPAL Monte ening College La Compressing College La College College





EXP/HR/2018/February/676 09 February 2018

Nikhal Rajan P Puthur House Akampadam, Kumaranellore PO Wadakanchey, Thrissur-680590

Sub: Letter of Offer

Dear Nikhal,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with Experion Technologies (India) Pvt Ltd. This Job Offer will be subject to the following terms and conditions:

- If you accept this offer and join our services, you will be designated as Associate Software Engineer.
- 2. This offer will be valid till 19 February 2018. If you do not join us by this date, this offer will stand automatically withdrawn, unless otherwise intimated in writing by the Company. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.
- 3. The overall compensation offered to you is Rs. 3,00,300/- (Rupees Three Lakhs Three Hundred only) per annum, which will include an Annual Variable Pay of Rs. 20,400 /- (Rupees Twenty Thousand Four Hundred Only) per annum subject to the policy of Experion Technologies in this regard. The detailed split up is enclosed in Annexure 1. Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
- 4. The initial place of work would be Cochin. Experion Technologies reserves the right to transfer your service to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
- 5. On joining, you are requested to submit the documents and other materials mentioned in Annexure 2 attached hereto.

This is a confidential document hence you are requested not to disclose the content of the same to anyone MALAPHIL B.Ed. M.Phil. B.Ed. M.Phil. B.Ed. M. Phil. B.Ed. M. Phil



Confidential

June 11, 2018
Ms, Nivya M Thomas
Marokey House
Puthenpally Post, Guruvayoor

Dear Nivya M Thomas,

Congratulations! We welcome you to the family of Sutherland.

- 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 05, 2017 on the following terms and conditions:
- 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.
- 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 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.

Dec

Shiv Kumar Ganapathi

Associate Vice President and Head of Talent Acquisition, India

Candidate Signature

Dr SUNNY JOSEPH KALAYA PERMITTEN SUNNY JOSEPH KALAYA PERMITTEN SUNNY JOSEPH KALAYA PERMITTEN MICHAEL SCHENCE), Ph.D (Maths) PRINCIPAL PRINCIPAL PRINCIPAL

with Engineering College countries P.O. - 679 531



YOGAKSHEMAM LOANS LIMITED

YLL/HO/HR/2017-18/454

23.01.2017

Ms.Nivya Wilson Madathumpadi House, Madhavapuram Road, Chiyyaram P.O Thrissur-680026

Offer Letter

With reference to your application and subsequent interview held, we are pleased to offer you the post of Developer (Trainee)and in the grade of Executive in Yogakshemam Loans Limited for a CTC of Rs. 12,501/- (Rupees Twelve Thousand Five Hundred and One Only) per month. You will be undergoing training for a period of Six Months and your continuation in the above assignment will be subject to successful completion of training to our satisfaction and will be on a probation for the period of next Six months and your appointment will be confirmed based on your performance.

If this offer is acceptable, you may report at HO on 24th January 2018 (Wednesday) at 9.00am. Formal appointment letter will be issued upon joining.

If you desire to resign from the company, you shall give at least one month's prior notice of your intention to leave the company. If you are in the rank of Assistant General Manager and above, the notice period shall be three months. In the event of failure to do so, you will be liable to compensate the company with an amount equal to the salary and allowance for the actual days of deficiency in such

You are hereby required to furnish the following below at the time of joining:

- 1. A medical fitness certificate
- 2. Gazatted attested academic certificates
- 3. Experience certificates along with self attested copies of the same
- 4. Self attested copies of Aadhar, any other ID proof(Driving licence/Passport/voter's ID etc)
- 5. Proof of Bank account (either cancelled cheque leaf or copy of passbook)
- 6. Two Photographs
- 7. Employment agreement in the prescribed format shall be executed on a stamp paper of Rs.200/within 15 days from joining the company.
- 8. Two reference details

For Yogakshemam Loans Limited

Rajesh Kumar K

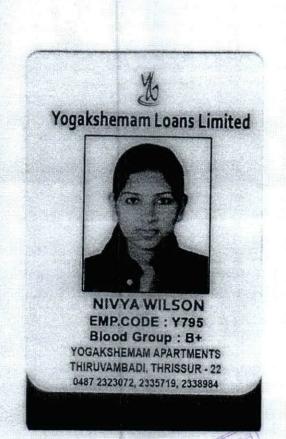
EVP & Company Secretary

I hereby accept the above offer and declare to abide by the terms and conditions mentioned there in.

Signed: Nivya Wilson

Date:

(Computer Science) eering College PRINCIPAL



True Copy Alles Teom 6

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

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

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

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

M. Isch, M. Isch



Poornima John Thrissur, Kerala.

04/07/2018

LETTER OF OFFER

Dear Poornima,

Following your application and the interview process, we (SE-Mentor Solutions (P) Ltd. referred as "Company" henceforth) are pleased to appoint you as a Project Trainee with us. Details of the terms and conditions of offer are as under:

- Date of commencement of your assignment as a Project Trainee will be 9th July 2018.
- 2. Your appointment is for duration of 4 months.
- Remuneration: You will be entitled to receive a monthly stipend of INR 10000/-. Your stipend will
 be paid by 5th working day of the succeeding month after deducting taxes, if any, as per prevailing
 statute.
- 4. Leave: You will be eligible for availing leave due to illness on a case to case basis.
- Your place of work will be Trivandrum but Company reserves the right to place you in any other
 offices or client office locations as per business needs.
- Commencement of your traineeship and continuation of the same is subject to the successful
 completion of your joining formalities. The documents that are required to be submitted are listed
 in Annexure 1 enclosed along with this letter.
- Your appointment is made on the basis of facts presented by you during our discussions with you
 and any misrepresentation would make the offer letter void.
- 8. There will be a service agreement of 2 years on successful completion of your training.

Looking forward to a long and inutually beneficial association with you!

Thanks & Regards

Jithu Babu | HR Team SE-Mentor Solutions Private Limited Hoof, Gayatri Building | Technopark | Trivandrum | Kerala – 695 581 Email: jithu babu@se-mentor.com | Tel: 0471-2700165 | Website: www.sementor.com THE COPY Attested

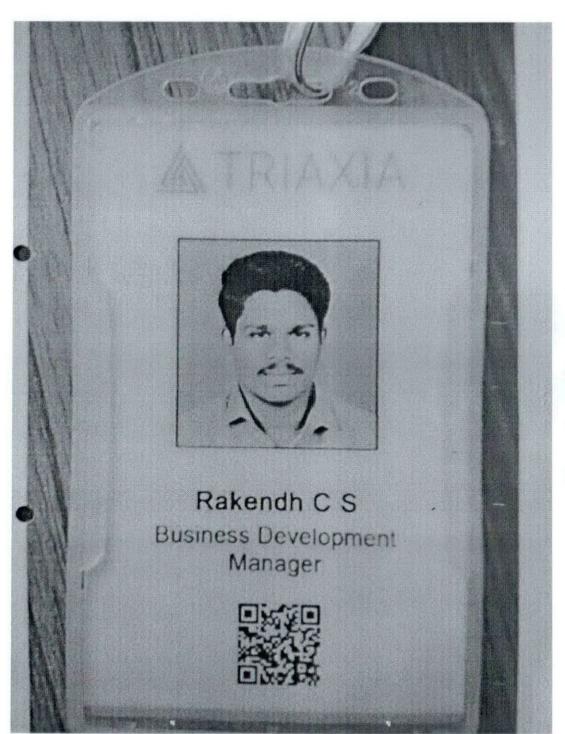
Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

True Copy Attested

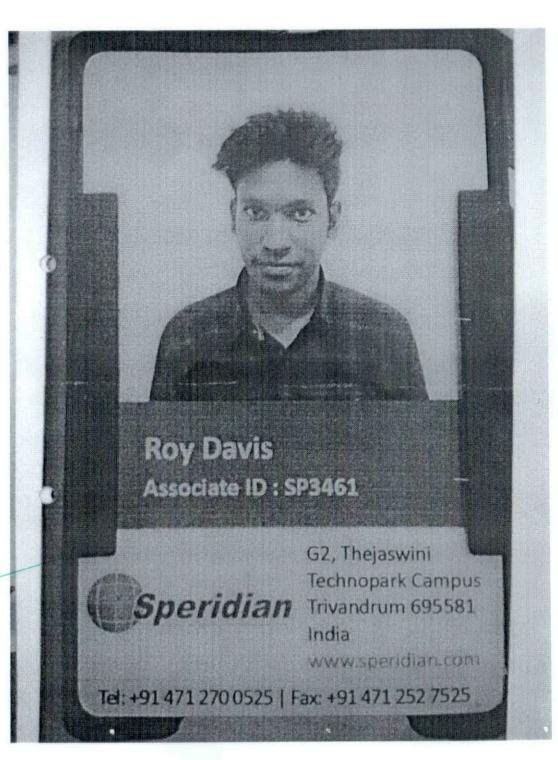
Bmin 8

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

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





Heina Vincent <helnatv@gmail.com>

offer letter of speridian

1 marsage

Rey Veliath knoyvellath@gmail.com> To heinatv@gmail.com Wed, Mar 6, 2019 at 11:19 AM

Hi Soy Davis

Greecongs from Specidian Technologies, a world class solution provider to power the Global Business, head quartered at New Mexico, having the offices at US, Gull and India

This is further to the interview we had with you. We are pleased to insite you to join us in our Organization.

PFA offer letter and Service Commitment Agreement deals. You are requested to read through the offer and bond agreement dealt thoroughly. Please email your acceptance to join us on before 27th January, 2018.

As mentioned in the offer letter, we herewith attaching a document in order to prepare the Bond Agreement. Please ensure that the entire details in the document are entered by you and returned by e-mail on or before 27th January, 2018. You are also requested to attach yours as well as your guaranter's ID proof for verification purpose.

If you fail to inform us your acceptance to join us on or before 27th January, 2018, we would be left with no choice than to cancel your offer letter and furfeit your candidature without any further notice in this regard.

Note: Second guarantor should not be your parent.

We look forward to working with you to create an exciting and a mutually rewarding association.

True Copy Attested

Or SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

ON JOSEPH KAL



Phil, B.Ed Phil, D. (Maths)

g Cellege 0.-679 531



Sarath Krishna K Kalarikkal(H) Minaloor Thrissur Pin: 680581

Dear Sarath.

Subject: Employment with FINGENT GLOBAL SOLUTIONS PRIVATE LIMITED, KOCHI

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

The following terms and conditions are applicable to you:

Position:

You are appointed to the position of Junior Software Engineer.

Reporting:

You will report to the COE

Date of joining:

Your start date in the position might be 2nd July 2018 as agreed with you.

Station of your assignment:

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

Probation & Training:

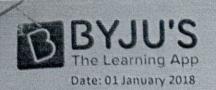
The first six months of your appointment to this position will be the probationary/training period. We will review your progress in the position on a regular basis and provide you with regular feedback. Based on the job requirement, you may have to attend a training program that would consist of classroom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

Work Timings:

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

Fingent Global Solutions Private Ltd

Cheruthuruthy P



CONFIRMATION LETTER

Name: Sarga Ajithan

Address: Krishna Kripa H.O Edakkad P.O Palakkada Road Puthiyangadi, Calicut

Dear Sarga Ajithan,

Consequent to the review of your performance during your training period, we have the pleasure in informing you that, your services are being confirmed with effect from 04 December 2017. This confirmation is in recognition of the fine work you are doing for the company, we are very confident that you will meet the new responsibilities, which accompany the position with the same level of enthusiasm & enterprise which you have exhibited with your excellent performance.

1. Department, Designation & Reporting Manager:

Department: - Media

Designation: - Creative Associate

Reporting Manager: - AswinVijayaraghavan

2. Cost to the Company:

Your annual Compensation including Benefits is Rs500000/-. Your salary comprises of a Fixed Compensation and other benefits (Refer Annexure 1 for detailed breakup). Your salary will be revised yearly based on your satisfactory performance in the company

Fixed Compensation

You are entitled to Fixed Compensation of Rs400000/- annually .

Variable Compensation

Performance Pay

You are eligible for a performance pay of up to Rs100000/-, will be paid on your completion of one year based on your performance and the company's performance for that year. The payment is subject to your being active on the company rolls on the date of announcement of the Yearly Performance Pay.

The Performance Pay is subject to review and may undergo change based on the actual performance of the company and your ongoing individual performance. This allowance is payable based on the company's Productivity/performance, and as such will be treated as productivity bonus in lieu of statutory profit bonus.

Other Benefits

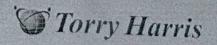
Health Insurance Scheme

You are covered by the group Health Insurance Scheme by ICICI Lombard. This insurance entitles you and your spouse along with two kids towards hospitalization cover as per the policy. The premium for the same will be borne by the company. Parents are not covered for the policy. [Employee's Signature]

A Think & Learn Internal Document

Think & Learn Private Limited IBC Knowledge Park, 4/1, 2 M Floor, Tower D Bannerghatta Main Road, Bangaluru - 560029

E-mail info@bylus.com | Tel. No: +91 80668 36800 CIN: U80903KA2011PTC06142 www.byjus.com



To: Mr. Sevier Tom Jyothi Engineering College

7th March 2017

Dear Sevier Tom,

SUB: LETTER OF ENGAGEMENT AS TRAINEE

With reference to the discussions you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as a Trainee on the following terms and conditions:

1. NATURE OF ENGAGEMENT:

You will be engaged as a Company Trainee in the field of Software& IT Services.

2. DURATION OF TRAINING:

The duration of training will be for a period of 6months from the date of commencement of the Training at the Organization. Unless the Company extends the period of your Training, in writing, solely at their discretion or absorbs you in the regular employment, your Training shall automatically stand terminated at the expiry of the Training period of 6months or extended period of Training.

3. STIPEND:

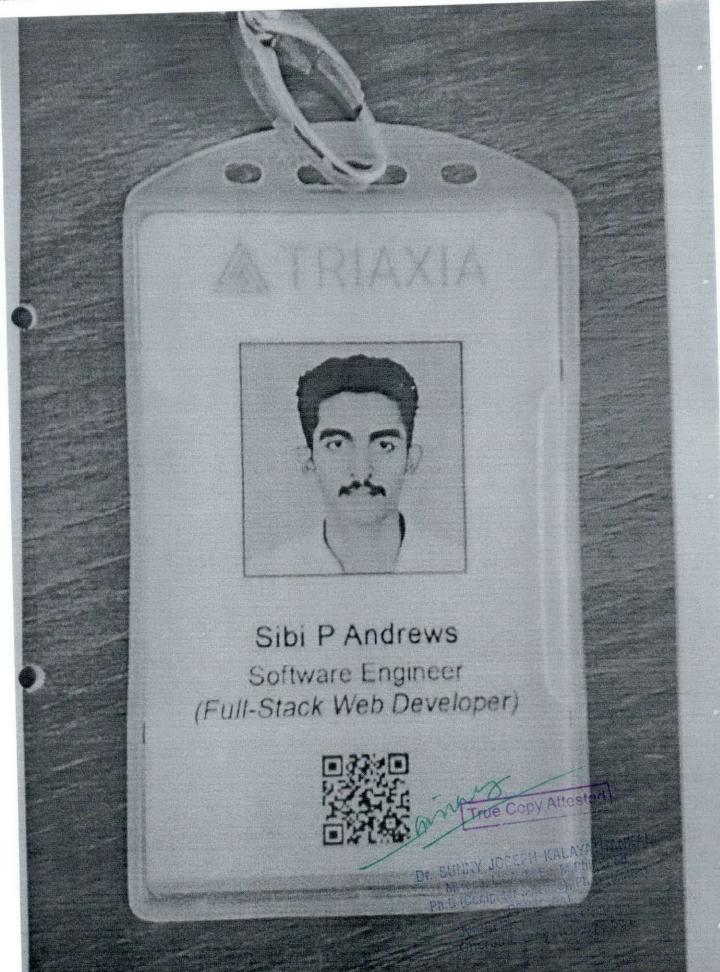
During the Training period you will be paid a consolidated Monthly Stipend of Rs. 15,000 (Rupees Fifteen Thousand Only) per month and you shall not be entitled to any other remuneration.

True Copy Attested

4. MEDICAL FITNESS:

This letter of engagement will be subject to your being found medically fit by the Medical Officer specified by the Company. Your continuation in Training will be subject to your remaining medically fit.

Strictly Confidential





Ref: HRD/Offer/IN/2038x2037

Date: April 30, 2018

To.

Sijo T Varghese Kochi

Dear Sijo T Varghese,

This is with reference to the discussion we had with you in regards to a career with us. We are pleased to offer you employment with Orion India Systems Private Limited (the "Company") on the terms & conditions detailed in this letter.

1. DESIGNATION:

The position offered for the employment with the Company is "Trainee Software Engineer".

2. EFFECTIVE DATE AND DOCUMENTS:

The appointment is proposed to be with effect from May 03, 2018 and on the date of appointment you are required to furnish the documents as more fully described under Annexure A to this letter. In the event that, you do not join on the date mentioned or mutually agreed in writing by you and the Company, the offer stands cancelled.

3. SALARY:

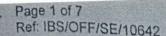
Your Salary will be as detailed under Annexure B to this letter.

True Copy Aitested

Dr. Sunny Joseph M. Sc. of Ph.D (No. 115)

Ph.D (Compo print Cont. 9

Ph.D (Compo





Date: 01-Jan-17

Sona S **Jyothi Engineering College**

Appointment Offer: Software Engineer

Dear Sona S,

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

- This appointment and continuance of your employment will be subject to your a) 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.
- You will have to bring 5 copies of your latest passport size colour photographs, b) 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 office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. 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. True Copy Attested

3. Reporting Date

Your date of joining will be intimated to you after June 2017.

IBS Software Services Private Limited

Regd, Office: 521 - 524 | Nila | Technopark Campus | Trivandrum 695581 | Kerala | India | Phone: +91 471 6614200 | Fax: +91 471 2700078 | www.ibspic.com

CIN: U72200KL1999PTC012934

Dr. SUNNY JOSEPH KALAYATHANKAL

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

M. Tech, MCA, M. Sc, M. Ph.D (Maths)

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

PRINCIPAL

Ph.D (Computer Science)

PRINCIPAL

Cheruthuruthy P.O. 679 531

Cheruthuruthy P.O. 679 531



OFFER LETTER

Dear Mr. SONU SIMON

Date: 10/6/2017

We are pleased to offer you the position of "Junior System Engineer" subject to the following terms and conditions:

- You will be under a probation of 5 months. During the probationary period your performace will be reviewed. The management will have the right to extend the probation and/or dismissing an employee during the probation period. Your probationary period counts towards your continuous service with the organization.
- Your starting salary will be Rs.10,000 which be will reviewed periodically as per the company policies.
- Your confirmation, increment and career progression will purely depend on your performance and merits. Company will provide you ample opportunities for career growth.
- You are required to execute a bond in favour of the company assuring that you will work for the company for a minimum of two years.
- 5. During your service, you will be governed by the rules and regulations of the company.
- If you agree to the above terms and conditions you are requested to sign and return the enclosed copy of this offer letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards success. We assure you of our support for your professional development and growth.

Yours faithfully,

For SupportSages

Vanisree Vasudevan

HR Executive



ApportSages Consoltancy Services for U.S. CIN. U727-UNL2015-PTC038150

The services of Modern School Services on SE2 Modern Co. Solitance Dollar The Web School Sept. Office: USBUS, Ambress Dischica Rook, Edupatry PO, Kocki, Kerala, India

top. Office: Good \$77,8050, Tollar, Pyskattopady Road, Edupatry PO, Kocki, Kerala, India

top. Office: Good \$77,8050, Tollar, Pyskattopady Road, Edupatry PO, Kocki, Kerala, India

+91 999 5497 704 +91 484 4015 918 www.supportsages.com orporate@supportsages.com



Ponnamveli, Partanakadu P.O. Cherthala, Pin 688 531

From

Casus KARUMANCHERY FINANCE

phone-0478 2593714

Yo

Karuman thery house

JOB OFFER

Contratts at long! We are pleased to confirm that you have been selected to work for the job of accepts manager of our company, at a salary of 15000 per month, your working hours will be from 9 am to 5 pm. This is a permanent position.

We are confident that you will be able to make a significant contribution to the success of our company and look forward to working with you.

To accept this job offer.

										0220		23
	-	Land Ar	200	Inches	EE II	45世纪19	armen	ne	25 (23)		O DEN	30
			POT THE									

Brahon Monager Continue the trance

ARTERIOR CONTRA

By signing this letter I. Summisse, accept this you offer of being the accounts manager of cards con manchen finance.

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 Affeeted

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



Date: 20th January 2018

Dear Ms. Swathi K Sukumaran.

Following your job application and further discussions, we are pleased to appoint you as Trainee Associate in Speridian Technologies Private Limited (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and Conditions of the Contract

1. Requirements

- a) You will have to bring 6 copies of your latest passport size colour photographs, the originals and one set of copies of all certificates from SSLC to the latest qualification, experience/relieving certificates, last 3 month payslips from the previous organization, copy of PAN card, Passport, Aadhar and Form 16 on the joining date.
- The employment contract will be valid only after both parties confirm their acceptance by signing the contract.
- c) This contract is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions with us. Speridian has a well-defined background verification process to establish the genuineness of the information and documents furnished by you in the Employment Application Form and CV. In case any information furnished by you is found to be incorrect during the verification process, or at any time during your employment with us, this contract, or your employment shall be annulled automatically.
- d) Your appointment is subject to your executing the Service Commitment Agreement.

2. Posting

Your place of work will be at the Speridian facility situated at **Trivandrum** office. 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

You are requested to report at the Speridian facility situated at **Trivandrum** address as mentioned below, on **05th February 2018** at **10.00 AM**.

4. Probation

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

> Speridian Technologies, Pvt ltd CIN: U72200KL2005PTC018542 G2, Thejaswini, Technopark, Trivandrum, India 695 581 Tel: +91 471 270 0526 Fac: +91 471 252 7525 | www.speridiari.com

True Copy Attested

gomn's

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





TERMS AND CONDITIONS OF EMPLOYMENT

TechBrein Solutions Pvt Ltd. hereinafter referred as TechBrein or Company, having its office at #49/1035, 1st floor, Sitara Complex, East Nadakkavu, Wayanad Road, Calicut, Kerala - 673011, hereby offer employment to Mr. Sakhil P George, hereinafter referred as You or Employee, as per the following terms and conditions.

1. Appointment

- 1.1 TechBrein Solutions Pvt Ltd has appointed Mr. Sakhil P George at their office above mentioned subject to the employee agreeing to the terms and conditions of employment by signing this document. TechBrein can modify the terms and conditions at any point of time at its sole discretion.
- 2. Commencement of Employment
- 2.1 This employment begins on 01-06-2018.
- 3. Job Title
- 3.1 Your job title is PHP Developer Trainee.
- 3.2 You will be promoted as Entry Level PHP Developer within 6 months if we confirm your performance level deserve such a title. This may be delayed further if the performance level doesn't match upto the level of Entry Level PHP Developer until you reach that level.
- 3.3 In addition to or instead of your normal duties, you may be required to undertake other duties from time to time.

 True Copy Attested
- The Company will specify the roles, responsibilities and duties appropriate to your designation or your employment, from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients.

4. Probation

4.1 You shall be on probation for a period of one hundred and eight (180) days from the effective start date of your employment with Company Company in its sple discretion, at any time extend this period of probation for an additional period of ninety (90) Jyothi Engineering College Cheruthuruthy P.O. 679 531

emments

4.2 On satisfactory completion of your Probation period, your services will be confirmed

HR TALENT ACQUISITION & DEPLOYMENT



HR TAD/S/ PR-3638E/PC/A-187/74060/2017-18

dieth buts 2017

Hearty Welcome!

Dear Ajay Roy,

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

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

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

Wishing you all success,

Yours Sincerely,

JAR -

Deputy Vice President (HR)

To Shri.Ajay Roy Paliakkara House P O Chiyyaram Thrissar Kerala 680026

True Copy Attested

The furthers back Ltd, HR Talent Acquistion & Deployment; Federal Towers, P D See No. 1923, Alona, Kersla, India 683 101

Dr. SUNNY JOSEPH KALAYATHANKAL

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

M. Tech, MCA, M. Sc, M. Phil, D (Maths)

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

Ph.D (Computer Science). Ph.D (College

PRINCIPAL

Syothi Engineering 679 531

Cheruthuruthy P.O. 679 531

ISO 9001: 2008 Certified Company

KELTRON COMPONENT COMPLEX LTD

(A Govt of Kerala Undertaking)

CIN: L31904KL1974SGC002630



Keltron Nagar Kalliasseri P.O. Kannur-670 562 Kerala, India

Telephone: (0497) 2780831 -4 (4 Lines) Fax : (0497) 2781055

E-mail : info@keltroncomp.org Website : www.keltroncomp.org

401

05.01.2018

Ms. Anjali M 'Anjali' Mangad Kalliasseri PO Kannur - 670 562

Dear Anjali,

With reference to the interview you had with us on 28.10.2017, we have pleasure in offering you the post of "Graduate Apprentice - Electronics & Communication Engineering" under the Apprentices Act 1961, in our Company for a period of one year from the date of joining.

- You will be paid a stipend of Rs.7000/- (Rupees Seven thousand only) per month. You will not be eligible for any allowance/s during your Apprenticeship.
- You have to execute a contract stipulated under the Apprentices Act, 1961 and you will be governed by the rules and regulations of the said Act. One copy of the above contract is enclosed herewith.
- The present offer does not entitle you to any claim for absorption in the service of the Company or to any benefit other than those specified herein.

You are requested to bring the following certificates/documents in original when you report for Apprenticeship Training.

- 1. Documentary evidence in proof of your date of birth.
- Documents/Certificates in proof of your educational and technical qualifications.
- 3. Three copies of your latest passport size photographs.
- Community certificate from a competent authority in case you belong to SC/ST.
- 5. Medical fitness certificate issued by a Government Doctor.

If the above terms and conditions are acceptable to you, please send your acceptance by signing and returning the enclosed duplicate to us immediately, indicating the date on which you will be able to report for Apprenticeship Training in our Company.

If we do not hear from you on or before 15.01.2018, it will be presumed that you are not interested in this offer and the offer will thereafter be treated as cancelled. For KELTRON COMPONENT COMPLEX THE COPY Aftes

Dr. SUNNY JOSEPH KAL

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

PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.-679 531

Dy. General Manager (P & A)

EKELTRON

KELTRON COMPONENT COMPLEX LTD.

(A Government of Kerala Undertaking)



APPRENTICE

Hall Fromen **Authorised Signatory**

Keltren Component Complex Ltd. Keltron Nagar, Kalliasseri P.O, Kannur - 670562 E-mail: info@keltroncomp.org Website: www.keltroncomp.org Tel: 0497 2780831 - 34, Fax: 0497 2781055

Finder may please return this card to above address

MKELTRON

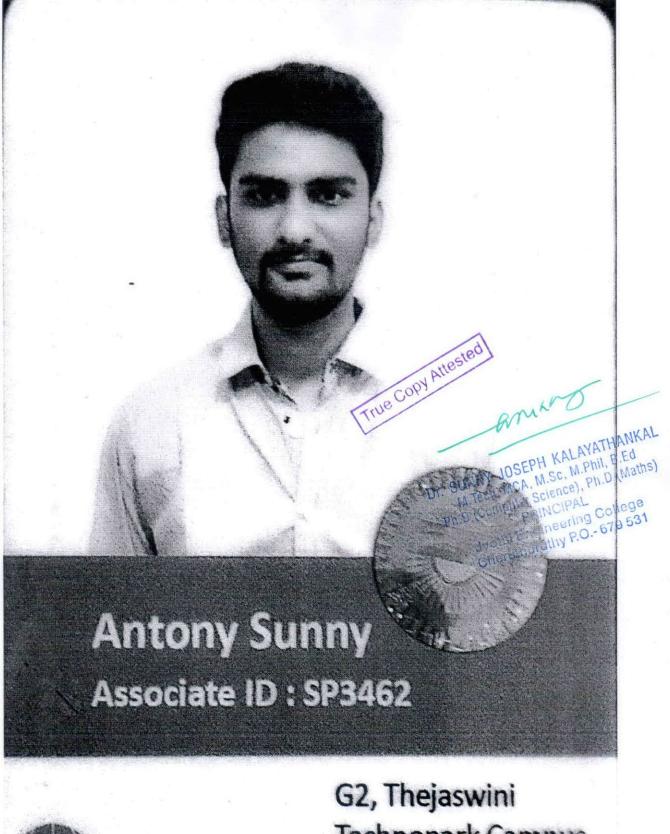
True Copy Allested

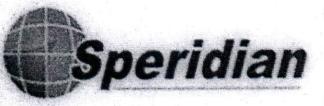
Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M. Phil, B.Ed

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

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

Jyothi Engineering College Cheruthuruthy P.O. 679 531





G2, Thejaswini Technopark Campus Trivandrum 695581 India www.speridian.com

T-1 -04 474 270 0000 | C--- -04 474 202 7025



Date: 26th January 2018

Dear Mr. Antony Sunny,

Following your job application and further discussions, we are pleased to appoint you as Trainee Associate in Speridian Technologies Private Limited (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and Conditions of the Contract

1. Requirements

- a) You will have to bring 6 copies of your latest passport size colour photographs, the originals and one set of copies of all certificates from SSLC to the latest qualification, experience/relieving certificates, last 3 month payslips from the previous organization, copy of PAN card, Passport, Aadhar and Form 16 on the joining date.
- b) The employment contract will be valid only after both parties confirm their acceptance by signing the contract.
- c) This contract is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions with us. Speridian has a well-defined background verification process to establish the genuineness of the information and documents furnished by you in the Employment Application Form and CV. In case any information furnished by you is found to be incorrect during the verification process, or at any time during your employment with us, this contract, or your employment shall be annulled automatically.
- d) Your appointment is subject to your executing the Service Commitment Agreement.

2. Posting

Your place of work will be at the Speridian facility situated at Trivandrum office. 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.

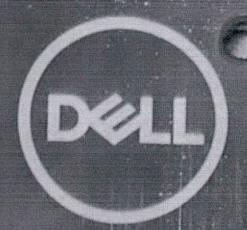
3. Reporting Date

You are requested to report at the Speridian facility situated at Trivandrum address as mentioned below, on 05th February 2018 at 10.00 AM.

4. Probation

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 the probation unless and until you are expressly continued.

M. Tech, MCA, M.Sc, M. Phil, B.Ed Tel: +91 471 270 0526 Fax: +91 471 252 7525 | www.specidian cash.D (Computer Science). PRINCIPAL College



221187

ASWATHI ANIL



True Copy Allested

Dr. SUNNY LOSEDH KALAY

PHE COUNTY AND

ATHANKAL I, B.Ed .D (Maths)

ollege 79 531 17 Oct, 2017

Aswathi Anil Karuthedath(h),santhi marg, east manisseri, ottapalam palakkad, kerala 679521 India

Private & Confidential

Dear Aswathi,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Aswathi Anil (employee hereafter "you/your") with ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor 15, reporting to Rajkumar Ekanatheeswaran (1001851) or Director, Sales Engineer Analyst. Your start date is 27 Nov, 2017. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where i now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from ar office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal. True Copy Atteste

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 INR per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00 INR Annual. Basket is 288,000.00 INR Annual.

Jyothi Engineering College Ph.D (Computer Sc) your Engineering Conege 531 *The Basket of Allowances includes components such as HRA, Medical Reimbursement, LTA and Conveyance. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual of Basic. Gratuity is 4.81% Annual of Basic.

*** Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BO/ is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be paid a guaranteed commission from your start date for a period of 3 months. Your manager will provide the details c your current Sales Incentive Plan to you.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a prorated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms c the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of Dell's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be 504,000.00 INRplus Retirals per annum.

Your salary will be paid each month via Electronic Funds Transfer to the bank account nominated by you. We will advise you o the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary the terms of any benefits offered in accordance with applicab local law.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 days or salary in lieu thereof at the sole discretion of the color of the co written notice of not less than 30 days or salary in lieu thereof at the sole discretion of the company. At College Ph. Jyothi Engineering College Jyothi Engineering Ph. Jyothi Ph. J

Cheruthuruthy P.O. 679 531

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the othe party 60days written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. A Dell we take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you i your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing your Letter of Offer and these Terms and Conditions please contact your Recruiter (i.e. signatory on your Letter of Offer).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualification and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers government.

Dr. SUNNY JOSEPH KALATHANK

and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. Y hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the leve applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

- a) Computer products, Company processes and device strategies planned or under development, including device specification system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, langua compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and relat plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property, You will assist the Company in all Ph.D (Computer Science), Ph.D (Maris) in all True Copy A

ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in confl with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriatio or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You walso cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interview will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or afte employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, su as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to:
 marketing strategies; new product research pending projects and proposals; proprietary production processes; research ar
 development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software please consult your manager, 's Legal Department, or 's Export Compliance Organization.

<u>Training:</u> The Company may also send you abroad for the purpose of specific skills training relevant to your employment with t Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certification needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA MISS, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) <u>Secondary employment and outside business ventures:</u> While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

<u>Correctness of Information</u>: This appointment is based on the information supplied by you in your application for employment This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

<u>Service rules</u>: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Debaprasad Dutta
Sr Manager Talent Acquisition

Confirmation of Acceptance

I, Aswathi Anil, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize t Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 27 Nov, 2017.

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficie secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You we able to print out full copies of your signed documentation for your records. Within each document, the system will guide you all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print ar sign all of the documents, and scan and email the originals to Shalini Kempanna / Shalini.Kempanna@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought or by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyou claim.

* Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me

{{SigB_es_:signer1:signatureblock}} Aswathi Anil {{Dte_es_:signer1:date}}

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

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

Charuthuruthy P.O. 679 531

Charuthuruthy P.O. 679 531





Christo Chirakkekkaran EMP ID: 1883

Authorised Signatory

Plot No. 37, CSEZ Kakkanad - 682 037 Phone : 0484 6614000, 6614300

True Copy Arrested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
M.Tech, M.Sc, M.Sc, M.Phil, B.Ed
M.Tech, M.Sc, M.Sc, M.Phil, B.Ed
M.Tech, M.Sc, M.Sc, M.Sc, M.Phil, B.Ed
M.Tech, M.Sc, M.



Phone : 91 484 6614000 / 6614300
Fax : 91 484 2413204 / 2413147
Website : www.sfotechnologies.net
Email : contact@sfotechnologies.net
CIN : U729004,1990PTC000620

True Copy Attested

Plot No.36/37, Cochin Special Economic Zone, Kakkanad, Cochin - 682 037, INDIA.

15th January, 2018

мг. Christo Chirakkekkaran Chirakkekkaran House St. George Street, Kuriachira P O Thrissur - 680 006

Dear Christo,

With reference to your application and interview you had with us, Management is pleased to appoint you as **Engineer Trainee** In our organisation, subject to the following terms and conditions.

- You will be on training for a period of one year with effect from the date of joining.
 You will be reporting to Mr. Rajith Valappil.
- During the period of training you will be paid a stipend of Rs.16,263/- (Rupees Sixteen Thousand Two Hundred and Sixty Three only) – Cost to the Company - per seconds.
- Management reserves its right to extend the period of training, if required, for a further period as determined by the Management. Management also reserves its right to terminate your training without assigning any reason.
- You will be required to provide one month advance notice or payment in lieu of such notice to discontinue from the training on your own.
- You are required to execute a bond in favour of the company assuring that you would be serving the company for a period of minimum two years after the training period
- Completion of your training will not in any way entitle you for claiming any regular employment in the company.
- Company will provide you intensive internal, external and overseas training to equipyou with advanced technologies. You will also be sent to customer sites for technical training and technology transfer.
- During your training, you will be governed by the rules and regulations of the company, that may be in force and which may be framed, amended, altered or extended from time to time.

Regd. Office : Stone House, Market Road, Alwaye - 683 101, INDIA.

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

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

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

PRINCIPAL

PRINCIPAL

Jyothi Engineering College

Cheruthuruthy P.O.-679 531

Employment Offer

This agreement is made on Wednesday, 08 November 2017, between ALKOMED Engineering Services Company W.L.L. (hereinafter called the Company) and Mr. Derin Varghese Chungath holder of Indian Passport No. L3750372 (hereinafter called the Employee) under the following terms and conditions:

- 1. The Commencement date of the Contract will be the date of arrival of the Employee to Bahrain.
- The Employee will be holding the position of Technician.
- 3. This contract is valid for 24 months. Initially the Visa is issued for 12 months and then will be renewed for further 12 months.
- 4. Probation Period: As per the Kingdom of Bahrain Labour Law 3 (three) months. The Probation Period may be extended by another 3 (three) months subject to the evaluation of Employee's performance.
- 5. Working hours: 8 (Eight) hours per day, 48 (Forty Eight) hours per week, Saturday through Thursday and Friday off. Additional extra overtime hours are to be worked as and when required to suit Company requirements.
- 6. Salary: Monthly Basic salary of BHD 140.000 (Bahraini Dinars One Hundred and Forty only) for 48 (Forty Eight) hours work per week.
- 7. Overtime: Payable for hours worked over and above the 48 (Forty Eight) hours per week which are already covered under paragraph No. 5 & 6. Overtime pay is subject to prior Management written approval and payable as per the Kingdom of Bahrain Labour Law.
- Accommodation: Provided by the Company.
- Transportation: Free transport from place of stay to place of work and return will be provided by the Company.
- Medical Care: Free medical treatment will be available in accordance with the Kingdom of Bahrain statutory regulations, at Government primary Health Care Centres as per the Kingdom of Bahrain Government Public Medical support scheme.
- 11. Sick Leave: As per the Kingdom of Bahrain Labour Law article 65.
- 12. Annual Leave: 30 (Thirty) days per year as per the Kingdom of Bahrain Labour Law article 58.
- Visa Expenses and one way Air ticket from Home Country to Bahrain should be covered by the Candidate and the same shall be refunded upon completion of successful two (2) years of Service.
- 14. In any case during the valid period of his Contract, if the Candidate decides to leave the Company, he has to cover the expense for his flight ticket back to his Home Country and all other expenses occurred by the Company concerning his recruitment.
- Leaving Indemnity: As per the Kingdom of Bahrain Labour Law article 111.

Termination Notice: By either party, Company or Employee, with three (3) months written notice period. Copy Attested EMPLOYMENT OFFER

For ALKOMED Engineering Services Company W.L.

The Employee



Alkoned Engineering Services Company un Saucina - handwait of Bonrain

Nicholas Pastos Administration and Finance Director Dr. SUNNY M. Tech. Derin Varghese Chungath Ph.D (Comp

Address: P.O.Box 5813, Manama, Kingdom of Bahrain - Tel.: +973 - 17698500 - Fax: +973 - 17698555 - Email: alkomed@batelco.dom.bh Cheruthuruthy

HR TAD/8/ PR-36387/PC/A-186/74060/2017-18

04" July 2017

Hearty Welcome!

Dear Desmin Dennis,

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

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

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

Wishing you all success,

Yours Sincerely,

John P J Deputy Vice President (HR)

To

Kurn./Smt.Desmin Dennis Paliakkara House Edakkunni P O Thaikkattussery Ollor Kerala-680306

The Federal Back Ltd, HR Talent Acquisition & Deployment, Federal Towers, F O Box 80, 163, Azers, Service, 1602-663, 1678-761,

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

True Copy Attested

PRINCIPAL

Jyothi Engine and College

Cheruthaluthy no. 679 531

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



मंगलर रिफाइनरी एण्ड पेट्रांकेमिकल्स लिमिटेड MANGALORE REFINERY AND PETROCHEMICALS LIMITED squares a second union or to contract a contract to accompanies. (Most tree byte for existing firstly of union word. (All tree byte for existing firstly of union word. (All tree byte for existing firstly of union word.

THE REAL PROPERTY. संदर्भनः प्रशिक्ष् /बीएटी/2017 Ref. No.: APPRENTICE/CAT/2017

\$2-66-05/02/2016 Date : 05/02/2018

Mr.DINESH C S/o Mr.GOPINATHAN M MUDAVAIKAL HOUSE, PULAKODE POST, CHELAKKARA, THRISSUR, KERALA, PIN-680586

Roll No. 4031401837 Reg.No. 1731024895

ग्रियश्री/सुश्री /Dear Mr.Ms.DINESH C

विषय: शिक्षु अधिनियम के अंतर्गत स्नातक शिक्षु प्रश्विक्षणार्थी के रूप में नियोजन हेतु प्रस्ताव Sub: Offer for engagement as Graduate Apprentice Trainee under Apprentices Act

हमें शिक्षु अधिनियम 1961 (समय-समय पर यात्रा संशोधित) और उसकाअधीन बनाव्यापानियमों का अनुसार आपको निम्नलिखेत निबंधनों एवं शर्तों पर मंगतुर रिकाइनरी एण्ड पद्मोकनिकल्य लिमिट्ड (एफअररीएल), मंगतुर में स्नावक शिक्षु प्रशिक्षणार्थी (औएटी) – इलेक्ट्रोनिक्स और कम्युनिकेचन अभियाजिक साल्य में निर्माजित करताहुए प्रसन्तत

We are pleased to engage you as Graduate Apprentice Trainee (GAT) – Electronics & Communication at Mangalore Refinery and Petrochemicals Limited (MRPL), Mangalore as per the Apprentices Act 1961 (as amended from time to time) and Rules made thereunder, on the following terms and conditions:

शिक्षु कारूप में नियोजन संबंधी यह प्रस्ताव आपकाद्वारा अर्हता डिप्री परीक्षा की सफलतापूर्वक पूर्वता और अधिसूचित मानदोडों को पूरा करनाक्राअधीन है. यदि आपनाअक्त परीक्षा ततीर्ण नहीं की है या अर्हता मानदेठ पूरा नहीं करताहै तो

नामका का पूरा करनाआक्रमान है, नाव जानमाध्यक भवावा उद्याव गढ़ा का है या आज़ा नामक पूरा नहां करताहै तो जुनवा हुस प्रस्ताव को रह मानें. This offer of engagement as Apprentice is subject to your successful completion of your qualifying Degree Examination and fuffiling the notified criteria. If you have not passed the said exam or not fuffiling the qualifying criteria, please treat this offer as cancelled.

The states and the control of the co

True Copy Attested

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

Justin En mondant Cellage Circlumanding 1.0,-678 001





trainstywarder Road, Ti (1437-2444163, 2444163 rdia 5001 www.fiphores (1525000-196614-0012330

izear Mr. Emien

Congratulations III Welcome to Heken Group

we are here to planted to offer you an appointment in our organization as Techn Texting & Assembly (Level - 12/Grade - 51) w.e.f 01/11/7218

soar appointment in the Organisation will be on the following terms & conditions:

- 1. You will be enporting to Manager R&D
- 3 must service will be under Probation paried for 12 months from the date of joining and will be applicated store employment considering your performance.
- 3. Your mentily connectation would be as per Amesure I
- a. Other Termis and Conditions are outlined in Americane II

House vigor at the pages of this letters as well as at the innexure and montion your full name against all your agrainments at a token of your acceptance.

toward to long-term mutually beneficial professional association

t hereby accept all the above

True Copy Attested

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

Jyothi Engineering College Cheruthuruthy HO.-0/9 531



Gopika Unnikrishnan

ISSUING Authority True Copy Attested

Powering the Nation

www.hykonindia.com



Hykon India Ltd.

Hykon House, Ikkandawarrier Road, Thrissur-1 Ph : 0487-2444163, 2444183 ho@hykonindia.com www.hykonindia.com CIN U52599KL1998PLC012330

HIHO/HR/421/17-18 1st January 2018

Ms.Gopika Unnikrishnan Krishnapishareth House Puduruthy.P.O Thrissur - 680623 Ph: 8593922727

Dear Ms. Gopika,

Sub: Joining Letter

On behalf of your acceptance of the offer letter, we are pleased to inform you that, your DOJ in our organization will be effective on 1st January 2018 as Service Coordinator.

Looking forward to long-term mutually beneficial professional association.

For Hykon Group of Companies (ISO Certified Company)

Avillers

Shyam.K Sr.Executive-HR&Admin

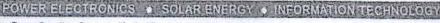
Cc: 1) Accounts Dept.

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







Hykon India Ltd.

Hykon House, Ikkandawarrier Road, Thrissur-1 Ph: 0487-2444163, 2444183 ho@hykonindia.com www.hykonindia.com CIN: U52599KL1998PLC012330

HIHO/HR/419/17-18 30th December 2017

Ms.Gopika Unnikrishnan Krishnapishareth House Puduruthy.P.O Thrissur – 680623 Ph: 8593922727

Dear Ms.Gopika,

Sub: Offer Letter

Congratulations!!! Welcome to Hykon Group.

Further to the interview we had with you we are pleased to offer you an appointment in our organization as Service coordinator.

Your appointment in the Organisation will be on the following terms & conditions:-

- 1. You will be reporting to the Asst. Manager Service
- Your service will be under Probation Period for 12 Months from date of joining and will be confirmed considering your performance.
- 3. Your monthly remuneration would be as per Annexure I
- 4. Other Terms and Conditions are outlined in Annexure II

Please sign all the pages of this letter as well as all the annexure and mention your full name against all your signatures as a token of your acceptance.

Looking forward to long-term mutually beneficial professional association.

For and on behalf of the Management

Authorised Signatory

HYKON HOUSE THRISSUR -1 PH: 0487-244418 I hereby accept all the above

True Copy Attested
Name:

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







ANNEXURE I - Monthly Fixed Remuneration

Component	Monthly Amount (In Rupees)
Basic +DA	10000
House Rent Allowance	3750
Travelling Allowance	1250
Total Gross	15000

ANNEXURE I - Monthly CTC

Component	Monthly Amount (In Rupees)
Total Gross Salary	15000
Employer PF	1350
Employer ESI	712
Bonus*after 1 yr.	835
Total Gross	17897

All statutes/laws will be applicable to employees like Provident Fund, ESIC, Professional Tax, Income Tax etc will be applicable to you.

ANNEXURE II - Other Terms and Conditions

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars.

2. Working Hours:

The regular working hours of the company are from 8.30 AM to 5.00PM (Office timings) including lunch break and tea break.

You may also be required to stay beyond working hours whenever required due to exigencies of True Copy Attested work and whenever called by the Management.

3. Late comings:

The Company follows a strict time schedule and late comings are discouraged, unless otherwise ANKAL Dr. SUNNY JOSEPH Somerwise ANI M. Tech, MCA, M.Sc, M.Phil, B.Ed notified by you in advance.

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

Corporate Office: Hykon House, Ikkanda Warrier Road, Thrissur - 680 001. Ph. 0487-2444163, 2444183

UPS, Inverter, Power Supplies, Servo Medical Transcription, Web Designing, Software Lighting, Pumping Systems, Battery Chargers Br. Trichur * Kochi * Trivandrum * Kozhikode * Kannur * Kottayam * Chennai * Trichy * Coimbatore * Mangalore * Bangalore







4. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future but due to such transfer your emoluments shall not be adversely affected.

5. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

6. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

7. Termination of Service:

 Either party can terminate this employment by serving a notice of one month on the other, except that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

True Copynade

Dr. Sunny Joseph Kalayathankal

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

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

PRINCIPAL

Jyothi Enginearing College

Cheruthuruthy P.O.-679 531







- ii. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case your employment shall be terminated at the discretion of the employer.
- Fig. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or nonconformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

8. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

9. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

You have to submit the following test monials while joining duty

- Attested copy of Educational Qualifications
- 2. Attested copy for proof of Age.
- 3. Attested copy of Experience Letter in chronological order, if any.
- 4. 4 Passport size photo.
- 5. Last three months Pay slip
- 6. Relieving Letter
- 7. Pan Card & Aadhaar Card Copies.

True Copy Attested

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

Jyothi Engineering Coilege Cheruthurutny F.O. - 679 531







10. Retirement:

On completing the age 58 years, you shall automatically retire from the services of the company.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

HYKON HOUSE THRISSUR I PH: 0487-244-18

HARB

For Hykon India Ltd.

(ISO 9001 Certified Company)

Shyam.K

Sr.Executive - HR& Admin

Cc: - HR Dept., Accounts Dept.

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









JAIJO SIMON BROADBAND EMP CODE: KCCL/073

Kerala Communicators Cable Ltd



KERALA COMMUNICATORS CABLE Ltd

VII 495 ABC

Near Uzhaloor temple, South Thoravu

Pudukad - 680 301

Ph:0480 2755755

E-mail: kccl@kccl.tv

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M.Phil, B.Ed

Ph.D (Computer Science), Ph.D (Maths) Jyothi Engineering College Cheruthuruthy P.O. - 679 531

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 E+91 80 4050 1921



True Copy Attested

Date: 44 NOV, 2016

Full Name: JITHIN C J

Dear JITHIN

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 "Traines - Software", subject to the terms of this offer.

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

- Rs.2,40,000/- (Rupees Two Lakh Forty 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 and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

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 dentity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely. uthorized Signatory

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

Lagree & accept the terms and conditions of my prospective employment as mentioned allower (M. Phil. B.Ed. Dr. Sunature: Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL Signature: Jyothi Engine ering Collage Cheramorully 150, 675 531

JITHIN C J

EID NO: 107950



Jithin C J



Emergency No: +91 9895721090

Blood Group: O+Ve

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

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

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

Ph.D (Computer Science)

Ph.D (Computer Science)

Ph.D (Computer Science)

Ph.D (Computer Science)

Cheruthuruthy P.O.- 679 531

Cheruthuruthy P.O.- 679 531



Date: 01-Jan-17

Juliya Sunny **Jyothi Engineering College**

Appointment Offer: Software Engineer

Dear Juliya Sunny,

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

Pre-requisites

- This appointment and continuance of your employment will be subject to your a) 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.
- You will have to bring 5 copies of your latest passport size colour photographs, b) 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 office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. 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 vin India or abroad, at the sole discretion of the Company. M. Tech, MCA, M.Sc, M.Phil, B.Ed

3. Reporting Date

Your date of joining will be intimated to you after June 2017. (Computer Science), Ph.D (Maths)

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
19 10 10 10 14 10 10 10	Fixed Remuneration	Amount in INR
SI. No.	Component	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

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 treatments Ed also. This scheme entitles you, your spouse and children to reimbursement of medical (Maths) 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.

IBS Software Services Private Limited

JULIYA SUNNY



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

Working Week & Leave 6.

- 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.
 - You can adjust your working hours on a normal working day for effective i. achievement of business goals, along with your personal requirements.
 - The entry timing can be anytime between 8 AM and 10 AM on a normal ii. 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.
 - The flexible working hours will not be applicable for resources on ٧. client/product support, as they are already on a revised shift schedule defined by a roster.
- 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.

Travel 8.

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 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.

True Copy Attested Dr. SUNNY JOSEPH KALAYATHAN M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) Jyothi Engineering Confediya SUNNY eruthuruthy P.O.-6795

IBS Software Services Private Limited



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.

- 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.

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 to M. Tech. Mor the Company or termination of your service, whichever is earlier, deliver to M. Tech. Tech. The Company all the properties of the Company, in your custody or possession.

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,

JULIYA SUNNY

IBS Software Services Private Limited



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 biodata/ 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.

During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason True Copy Attested whatsoever, you shall not:

Or SUMBY MCA Make up employment in, participate in or be associated with or make up employment in participate in or be associated with the manual of the molecular and the manual of the molecular in the molecula UNIV JOSE Make up employment in, participate in or be associated with, in the M. Tech, More scountry of employment, any concern/entity that is engaged in Computer Reveloping, designing, producing marketing BUMN Y products or services in competition with the Company, to the travel, Character transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this

h)



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.
- The service conditions mentioned in this Appointment Offer are not subject to j) any amendments unless communicated by the authorised officer nominated by the Company for this purpose.
- If any of the clauses or sub clauses of this Appointment Offer become invalid k) or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.

True Copy Atlested The Company reserves the right to initiate legal proceedings for any breach by

This Appointment Offer shall be governed and construed in accordance with the laws of India.

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

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

Ph.D (Computer

JULIYA SUNNY



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.

Javan 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.

True Copy Attested

Signed by:

Name: JULIYA SUNNY

Date: 16-01-2017

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 Automation People

NAME

DESIGNATION

DOB

OR G ENGINEER

True Copy Attested

27 09/1995

Dr. SUNNY JOSEFN KALEMATHANKAL
M. Tech. MCA, M. Sc. M. Phil. B. Ed
M. Tech. MCA, M. Sc. M. Phil. B. Ed
Ph.D. (Complete Science), Ph.D. (Naths)



Date: 30.07.2018

Private and confidential

Mr. Kailasnath .K.K. Bengaluru

Dear Mr. Kailasnath,

We have pleasure in offering you employment on the following terms on behalf of VJM Solutions.

Engagement

You will be employed as "Core Research Group Engineer" from 30th July 2018. You shall be reporting to Mr. H.S. Shiva Shankar, Branch Manager, Bengaluru Branch. You may be assigned to any place of work in India including associated companies. The company reserves the right to vary the nature of your employment within reason. It is further understood that in the course of your duty you may be required to travel extensively within the country as well as abroad.

Probation

You will serve the probationary period of six months. You will be confirmed after the satisfactory performance during the probationary period. No leave of any kind will be permitted during this period.

Confidential Information

You will not either during the continuance of this contract or after its termination disclose or divulge any secrets, transactions or information in respect of the company's business which may come within your knowledge or possession in the course of your employment without the consent of the company.

Conflict of interest

You shall not during the continuance of this contract, except with the knowledge and consent of the company embark, engage or interest yourself whether for reward or gratuitously in any activity which would interface with the performance of your duties with this company or which to your knowledge would constitute a conflict of interest with the business of this company.

YATHANKAL Phil. B.Ed Ph.D (Maths)

g College 0.-679 531

VJM Solutions: No 7, Sai Krupa Society, Uthalsar, Thane (W) -400601



Registered Office - No :# 463, 10th Main, 13th Cross Wilson Garden Bangalore Karnadaka - 560027 India e-mail cable communicators@yahoo.co.in CIN: U72900KA2007PLC041377

LETTER TO BE GIVEN TO TRAINEES ENGAGED - KCCL

- # No L1/020/2017

Date: 30.10.2017

Registration No. of the establishment as per KSCE Act/ Factories Act: U72900KA2007PLC041377

Name & Address of the establishment

: KERALA COMMUNICATORS CABLE LIMITED.

with Pin Luge, Telephone/Mob. No and

CC 28/491 GIR) NAGAR, KADAVANTHRA, COCHIN

e-mail-D

682020

3. Name of the employer

· KERALA COMMUNICATORS CABLE LIMITED

4. Name and address of the employee/Trainee

: Kiron Raj O. P. Odatt House, Peringode P.O.

: Palakkad, Kerala - 679535

5. Sri. Kiron Raj O. P. aged 22 years, S/o Mr. Narayanan residing at Odatt House. Peringode P.O. Palakkad, Kerala - 679535 is allowed to be engaged as trainee as L1 Support Engineer (Trainee) in this establishment with effect from 01,11,2017 for a period of 1 year, which cannot be cancelled by you fill 31.10.2018, but if the same is cancelled by you, you have to pay the company the remaining months salar, in lieu of your cancellation of your bond. He is engaged with a monthly stipend/ daily stipend as noted pelow:

During the training period

- (i) For the first 3months, the stipend will be RS. 6,500/- per month.
- (ii) After completion of 3months, your stipend will be enhanced to RS. 9,000/- per month.
- (iii) After completion of 6 months your stipend including the 12% month will be RS 11.500 per month.

Your appointment as Trainee cannot be and will not be considered as a right for employment with the establishment during or after the tenure of this training.

If the terms and conditions are acceptable to you, please sign the duplicate parested acceptance and return the same to us for our record.

KCCL Ltd..

Chairman/ 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

COA Bhavan, G-21, Panampilly Nagar, Cochin - 682 036, Kerala, India Dhone . 01 494 2222440 Env - 0404 20104F4





KIRON RAJOP

BROADBAND

EMP CODE: KCCL/074

Kerala Communicators Cable Ltd Issuing Authority



MITHA RAJ

Nokia Networks Bangalore, IN

NOKIA

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed M.Tech, MCA, M.Sc, M.Phil, B.Ed M.Tech, MCA, M.Sc, M.Phil, B.Ed

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

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

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

Computer Science), Ph.D (Maths)

NOKIA

Date: 15 Feb 2018

Ref: 180000000WX

Mitha Raj Bangalore

Tallephone: 101 (124) 4554 555 Direction: +01 (124) 4558 566

History Schmister and Mediatric Indiamic List.

(Formary Entrum on Holice Germann Helyslotts (Fe), U(c))

First Roser A, Biology Str. Sh. DLF Cytes City, Prinse - IX Geopath - 122692 Planama (Polis)

Corp Identity No Orygodos, Sponitro remina

Regio, Additional residua Solidativa prof Salvanino India 1941; 300 ESST. Regius Stantenina Cuentar, Solid Carponnia Tomer Lavel 15, Hadara Matus, Neos Salvi, -13007 0,

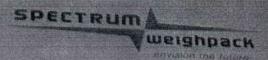
Dear Witha

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as Graduate Engineer Trainee in the Job Grade 6 in Nicka Sciutions and Networks India Private Limited ("Company"), India The terms and conditions of your appointment are as follows: -

1 Appointment and Reporting

- 1.1 You are required to join us on 28 Feb 2018. The terms and conditions of your appointment shall be effective from your date of joining.
- 12 This offer is valid for 7 calendar days from the date of offer or your date of joining in the organization whichever is latest. Please indicate your acceptance of this offer of employment and the valid terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.
- 1.3 You will initially report to Kschhittz Gupta, however your reporting is liable to change at the sole discretion of the company.
- 1.4 Your appointment is subject to your being found medically fit by a Doctor designated by the Company. The Management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job. Further details for the same in included in Annexure 5.
- 5 This offer of employment is subject to and conditioned upon the truthfuness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification posts your acceptance of this offer of employment, if from the results of this background verification, it emerges that the particulars furnished by you are false incorrect or it any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management fortiwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

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



Offer Letter

Date: 16.10.2018

Dear Ms Riya Carmel T Isak

Congratulations!

It is our pleasure to extend the following offer of employment to you on behalf of M/s Spectrum Weighpack Pvt Ltd as a "Training" with monthly CTC consideration of Rs.12000/- under 3 years agreement further to the interview and discussions you had with us dated 16.10.2018

As per company policy, There will be confirmation with in 3 months depending on Performance. There will be annual increment as per company norms depending on Performance.

Please carry below following documents:-

Original Education Documents (10th, 12th & graduation degree) Adhar Card copy & PAN Card copy

Joining Date: 17.10.2018
Office timings starts from 9:00 a.m. Sharp To 6:30 p.m 2nd and 4th Saturday will be off.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Detail Appointment Letter will be issue after the confirmation.

Sincerely, For Spectrum Weighpack Pvt Ltd

(Authorized Signatory)

True Copy Altosled

Physical Management Copy Altosled

Or. SUNNY JOSEPH KALAWATHANKAL

Dr. SUNNY JOSEPH KALAWATHANKAL

AMAROCH MOA MASSACRAFINE COMMENTS

SPECTRUM WEIGHPACK PRIVATE LIMITED

OFFICE: 203, IInd FLOOR, SLF MALL, IP COLONY, SECTOR - 33, FARIDABAD-HARYANA-121001 WORKS: PLOT NO. 153, SEC-68, IMT, FARIDABAD-HARYANA-121004

WORKS: PLOT NO. 153, SEC-68, 1MT, FARIDABAD-HARYANA-121004

PHONE: +91-9871103274 EMAIL: spectrum@spectrumweighpack.com WEBSITE: www.spectrumweighpack.com





True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

Sajin Thomas Williams Ph.D. (Computer Science), Ph.D. (Maths) PRINCIPAL PRINCIPAL Science Ph.D. (Maths) PRINCIPAL PRINCIPAL Science Ph.D. (Maths) PRINCIPAL PRINCIPAL

55027089



	ANNEXURE 1-A		
Nan	Compensation Break-up Amount in INR Monthly Annually		
	Compensation Break	-up	
Con	nponents		n INR
COII	"perione"	Monthly	Annually
A]	Fixed Pay		
1.	Basic Salary	7,444	89,331
2.	Residual Choice Pay	6,563	78,760
3.	Medical Reimbursement	0	0
4.	Food Coupon	0	0
5.	Gift Coupon	0	0
6.	Leave Travel Allowance	1,241	14,889
	Vehicle		
7.	Company Vehicle Scheme	Refer Annex	1B & 1C
8.	Vehicle Insurance	Refer Annex	1B & 1C
9.	Fuel & Maintenance	Refer Annex	1B & 1C
E	Housing	y	
10.	House Rent Allowance	2,978	35,732
	Insurance		
11.	Group Personal Accident Insurance Premium	48	570
12.	Group Term Life Insurance Premium	280	3,355
13.	Medical insurance Premium: i) Self, Spouse, 3 Dependent Children	1,314	15,771
Tota	al - Fixed Pay [A]	19,867	2,38,408

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

Jyothi Engineering College Cheruthuluthy 2.0.- 679 531



ANNEXURE 1-A			
Name: Sajin Thomas K	Compensation Break-up		
	Compensation Break-up		
Components	Amount i		
Components	Monthly		
B] Retirals			
1. PF - Employer Contribution (12% o	f Basic Salary) 893	10,720	
2. Gratuity / Ex-gratia (4.81% of Bas	ic Salary) 358	4,297	
Total - Retirals [B]	1,251	15,017	
C] Bonus			
1. Bonus (As per Act)	620	7,444	
Total Bonus [C]	620	7,444	
Total - Committed Pay [A] + [B] + [C	21,739	2,60,869	
D] Performance Linked Incentives			
Performance Linked Incentive	3,261	39,130	
Total - Performance Linked Incentive	[D] 3,261	39,130	
Total CTC [A]+ [B]+ [C]+[D]	25,000	2,99,999	

The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M Phil B Sd Ph.D (Computer Science) Ph.D (Mar's)

> Sypti Engineering Chiece Circultiotuing no. 679 out



ANNEXURE 1 - B					
me : 5	ne : Sajin Thomas K				
Ref	Components	Details	Remarks		
A.1	Basic Salary	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	Fully Taxable		
A.2	Residual Choice Pay	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	Fully Taxable		
A.3	Medical Reimbursement	Upto INR 15,000 per annum	Tax Exempted		
A.4	Food Coupon	Maximum limit prescribed under this element is INR 31,200/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	Tax Free		
A.5	Gift Coupon	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)			
A.6	1. Maximum limit prescribed under this element is upto 2 month's basic salary. Leave Travel Allowance 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2014 - 31.12.2017) 3. Can be carried forward one time for next block.		Tax Exempted		
A.7	Company Leased Vehicle Scheme	1. Eligibility: All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employee would be debited an amount of INR 2,602 per Lac of the vehicle value per month towards the Equated Monthly Installment (EMI) calculated at an interest rate of 12.5% per annum on monthly reducing balance basis for leasing period of 48 months.	Tax Exempted [upto the value of EMI]		
A.8	Company Leased Vehicle Insurance	1. Eligibility: All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Employees would be required to purchase the insurance directly through the third party provider.	Tax Exempted		

True Copy Attested

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531 Page 5 of 21

Date: 6 Dec 2017



ANNEXURE 1 - B Name : Sajin Thomas K					
					Ref
A.9	Fuel and Maintenance Reimbursement	Plan Vehicles are a Leader Family Four Wheeler - IN Two Wheeler - IN Manager & Execu Four wheeler: Upt	R 1,80,000 per R 24,000 per tive Family to INR 100,000 R 150,000 per g book to be si	o per annum annum, subject to ubmitted to	Tax Exempted (Taxable perquisite Notional Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacityof engine is more than or equal to 1600 cc)
A.10	House Rent Allowance	1. Mumbai/Kolkata/Delhi/Chennai least of the following: A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above: Least of the following: A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary		Tax Exempted	
A.11	Group Personal Accident Insurance Premium	Mandatory debit of insured is INR 25 L	The state of the s	r annum. Sum	-
A.12	Group Term Life Insurance Premium	[Mandatory debit Total Committed Pay Up to INR INR 24,99,975/-		Mandatory Debit (p.a.) INR 3,355/- p.a. INR 9,687/- p.a. INR 16,777/- p.a.	JOSEPH KALAYATHA MCA, M.Sc, M.Phil, B.E. puter Science), Ph.D (Ma PRINCIPAL i Engineering Coilege athuruthy P.O 679 53
		From INR 74,99,975/- and above	INR 100 lac	INR 21,846/- p.a.	

Date: 6 Dec 2017



ANNEXURE 1 - B

Name: Sajin Thomas K

Ref	Components	Details	Remarks
		Leader Family - INR 17,860 per person per annum for self and spouse. INR 9,226 per child.	
A.13	Medical Insurance Premium i) Self, Spouse, 3 Dependent Children and Dependent Parents	Dependent parents will be covered by a floater Mediclaim Policy of INR 5 Lacs with a premium of INR 15,771 per annum.	
	urcins	Manager Family - INR 15,771 per annum for self, spouse, 3 Dependent children (up to 25 years) and Dependent parents. Floater Mediclaim Policy of INR 5 lacs per annum.	
B.1	PF (Employer contribution)	12% of Basic Salary.	-
B.2	Gratuity/Ex-gratia	4.81% of Basic Salary. This is paid on separation. If separation occurs before 5 years of service, the amount is paid as an ex-gratia and is fully taxable. In case of service more than 5 years an amount equivalent to 15 days Basic Pay (last drawn)x No. of completed years of service is paid on separation. Gratuity is tax-free upto INR 10 Lacs. Any amount paid over and above 10 Lacs is taxable and is paid as an ex-gratia.	
C.1	Bonus	Payable as per Payment of Bonus Act	-
D.1	Performance Linked Incentive	The Performance Linked Incentive is a 'Deferred incentive' and is based on the Performance Management System of the Company. It is the variable component of the CTC and represents the potential earning to an employee.	Taxable

1. The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.

2. Fixed Pay elements like Fuel & Maintenance, Medical Reimbursements, LTA are reimbursed based on the actual bills to be submitted and in case the same falls short of the amount chosen, balance will be paid as taxable allowance.

True Copy And True Copy And

Date: 6 Dec 2017

Dr. SUNHY 18 SEPH KALAYATHANKAL

Dr. SUNHY 18 SEPH KALAYATHANKAL

M. Sc., M. Phil, B. Ed

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

M. Tech, M.CA., M. Sc., M. Phil, D. (Maths)

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

Ph. D. (Computer Science) PRINCIPAL College 7 of 21



RJIL/52886509/11300101/061217/1259

Annexure I-C

COMPONENTS OF COMPENSATION

The Company follows a Cost to the Company (CTC) structure that reflects the total cost of an employee to the organization and includes all direct & indirect payments including benefits, perquisites, subsidies. It is so designed so as to provide flexibility to the employees in structuring their compensation package. However, the components within each category of payments are discretionary and the company has right to change these components any time without notice.

The main components under Cost to Company Structure are:

I. Fixed Pay

a) Basic Salary:

This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution. (Please refer **Point II Retirals** below.)

b) Fuel & Vehicle Maintenance Reimbursements :

All employees who have opted for a vehicle under company leased vehicle scheme are eligible for Fuel & Vehicle Maintenance Reimbursements. Additionally, employees who wish to use their self-owned vehicles are also eligible for the same. The limit for Fuel & Maintenance Reimbursements is as under:

Leader Family

Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum

Manager & Executive Family:

Four wheeler: Upto INR 100,000 per annum (extendable to INR 150,000 per annum, subject to certification of log book to be submitted to accounts)

Two wheeler: INR 24,000 per annum

Tax exemption will be subject to supporting provided as per limits defined above.

c) Children's Education Allowance (CEA)

True Copy Attested

To meet the expenses incurred by Employee towards the education expenses of employee's children.

Maximum up to INR 100 per child per month subject to a maximum of two children is tax exempt. AL

Dr. SUNNY JOSEPH KALALA

d) Children's Hostel Allowance (CHA)

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

To meet the expenses incurred by Employee towards hostel expenses of Employee's children. Maximum up to INR 300 per child per month subject to a maximum of two children is tax exempt.

Page 8 of 21



RJIL/52886509/11300101/061217/1259

e) Leave Travel Assistance (LTA)

LTA refers to the reimbursement that the Company provides towards the expenses incurred by employee on vacation travel with their families to any place within India. There are certain qualifying criteria for claiming LTA. These are detailed below:

- Employee must necessarily take 5 days of continuous Privilege Leave
- · The family for this purpose includes spouse, unmarried dependent children upto two only, parents and dependent brothers and sisters.
- No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be upto 2 months' basic salary) that employee would like to avail as a part of his elected pay components. This choice has to be made by employee at the time of joining and subsequently at the beginning of every financial year. A mid-year change on the quantum of LTA is not permissible.

Two journeys, anywhere in India, in a block of four years is tax exempt. The current block is calendar year 2014 - 2017.

f) Medical Reimbursement

The expenses incurred by employee to meet health related expenditure, such as medicines, doctor's fees etc of the employee and his family members will be reimbursed upto a maximum of INR 15,000 per annum against production of bills..

Tax exemption is upto INR 15,000 per annum.

g) Conveyance Allowance

The expenses incurred by an employee for travelling from his residence to the office at the base location. However, this option can be availed only if the employee is not covered under the company car scheme. True Copy Attested

Tax exemption is upto INR 19,200 per annum.

h) Sodexo / Accor Food & Gift Coupons

Sodexo / Accor Pass Meal Vouchers are food coupons that can be exchanged for food and beverages at over 11,000 affiliated establishments across India.

Dr. SUNIV MCA, M.S.C., Malis M.Tech, MCA, M.Sc

over 11,000 affiliated establishments across India.

Dr. SUNNY MCA, M.Sc, W. Ph.D (Mallis)

M. Tech, MCA, M. Sc, W. Ph.D (Mallis)

M. Tech, M. Sc, W. Ph.D (Mallis)

M. Pass Gift Vouchers can be used to buy daily necessities at over 6000 affiliated establishments across India.

Meal Vouchers up to INR 31,200 per annum is tax exempt.

Page 9 of 21



RJIL/52886509/11300101/061217/1259

i) Gift Coupons

Upto INR 5,000 per annum is tax exempt.

j) House Rent Allowance (HRA)

House Rent Allowance is paid in order to meet the expenses incurred on account of rented accommodation.

Quantum of HRA will be decided by employee as a part of Employee Fixed Pay Breakup [50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations].

The amount of HRA exempt from tax will be the least of the following amounts:

- Actual HRA received (or)
- Rent paid less 10% of Basic salary (or)
- 3. 50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations

k) Company Owned Vehicle Scheme

- 1. All employees in the Manager and Leader Family (excluding Fixed Term Contract employees) are eligible for Company Leased Vehicle Scheme.
- 2. The vehicle will be registered in the name of the employee. However, the Registration Certificate and Insurance shall bear the hypothecation of the lessor (Leasing Company).
- 3. In accordance, the employee would be debited an amount of INR 2,602 per Lac of the vehicle value per month towards the Equated Monthly Installment (EMI) calculated at an interest rate of 12.5% per annum on monthly reducing balance basis for leasing period of 48 months.
- 4. Employee would have an option to buy the vehicle at a pre-determined market residual value of not less than 20% of the original net funded cost and he/she needs to fulfil the requisite formalities.
- 5. There would be no perquisite applicable for vehicles, under CLV plan.

Comprehensive Insurance coverage

- 1. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Company has negotiated preferential rates for motor insurance with the third party provider and employees would be required to purchase the insurance directly through the third party provider.
- 2. This option would be subject to appropriate VAT (currently 12.5%) & interest on EMI's.
- 3. Leasing company has corporate tie up's with some of the Insurance companies and employees can choose from those companies. True Copy Attested

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

Jyothi Engineering College Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412

TFloor, Maker Chamber 1

Date: 6 Dec 2017



RJIL/52886509/11300101/061217/1259

I) Residual Choice Pay

The balance un-utilized amount under Fixed Pay is paid under this salary head as "Residual Choice Pay" and is subject to tax.

Please note that a declaration has to be made by the employee at the beginning of the financial year or within 7 days of joining the Company regarding the amounts to be claimed under each expense mentioned above. All bills / supporting documents are to be provided at the end of the financial year by 15 January.

m) Insurance - Personal Accident, Medical & Group Term Life Insurance

i) Group Personal Accident Insurance

The Sum insured is INR 25/- lacs and the corresponding debit towards premium is INR 570/- p.a.

Benefit Clauses

- Death 100% of sum Insured.
- 2. Permanent Total disablement 100% of Sum Insured as per Insurance policy.
- 3. Permanent Partial disablement varies from 1% to 75% of sum insured as per insurance policy.
- 4. Temporal Total disablement 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

ii) Medical Coverage

Leader Family

Self, spouse and 3 dependent children up to 25 years will be covered by Company's Management Medical scheme on actual both for Domiciliary and Hospitalization. The Mandatory Debits are as follows.

Family Definition	Benefits	Mandatory Debit (p.a.)
Self and Spouse	At Actuals	INR 17,860/- per person p.a.
3 dependent Children upto 25 years of age	At Actuals	INR 9,226/- per child p.a.

Dependent parents of Leaders will be covered by the Floater Mediclaim policy. The total coverage will be INR 5 Lacs irrespective of the number of members covered. Hospitalization room category will be up to a maximum of Deluxe Single room. The mandatory debit will be INR 15,771/- per annum. This scheme does not cover expenditure for spectacles, General Health checkups, external appliances, ayurvedic and True Copy Atteste Homeopathic treatment.

Reimbursement of Dental treatment is limited to INR 15,000 per family per annum and cosmetic dentistry is Ph.D (Computer Science Jyothi Engineering College PRINCIPAL not covered by the scheme.

Date: 6 Dec 2017



RJIL/52886509/11300101/061217/1259

Manager Family

You will be covered by the Group Mediclaim Policy and will be entitled to reimbursement of hospitalization expenses for self and family as detailed in the table hereunder. The Mandatory debits as below will apply:

Family Definition	Benefits	Mandatory Debit (p.a.)
Self, Spouse and 3 dependent Children (up to 25 years) and dependent parents	Floater Mediclaim Policy of INR 5 Lacs	INR 15,771/- per annum per family of max. 7 persons.

Hospital Room Category - Maximum room eligibility of up to Non-Deluxe Single Room

iii) Group Term Life Insurance

Every Employee is insured by Group Term Life Insurance.

The Insured amount and corresponding premium [Mandatory debit] are as under:-

Total Committed Pay	Sum Assured	Debit in Fixed Pay	
Up to INR 24,99,975/-	INR 25 Lacs	INR 3,355/- p.a.	
From INR 24,99,975/- to INR 49,99,975/-	INR 50 Lacs	INR 9,687/- p.a.	
From INR 49,99,975/- to INR 74,99,975/-	INR 75 Lacs	INR 16,777/- p.a.	
INR 74,99,975/- and above	INR 100 Lacs	INR 21,846/- p.a.	

BENEFIT CLAUSE

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

II.Retirals

a) Provident Fund

Employer contribution to the Provident Fund @ 12% of Basic salary.

SUNNY JOSEPH KALAYATHANKAL The Company deducts 12% of the employee's Basic salary and makes an equal contribution, as per PF rules applicable currently. Both of these are remitted on a monthly basis to the company's PF Trust / RPFC. A part of the company's PF contribution is deposited to the Employees PF Pension Fund / RPFC, to provide employees with pension on retirement or after completing a specified period of service, v P.O. - 679

The employee is allowed to take loans for specific purpose (i.e. marriage of self & housing) against ones Provident Fund accumulations, as per the provisions of the Provident Fund Act.

Page 12 of 21



RJIL/52886509/11300101/061217/1259

In case of separation prior to retirement, the employee will get his Provident Fund and Pension Fund accumulations transferred to his next employers. If employee is not taking up further employment, he may claim the PF accumulation after a waiting period of 60 days. In case the employee takes up further employment overseas, the waiting period of 60 days may be waived.

b) Gratuity/Ex-gratia

Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic salary.

All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company. However, eligibility for contribution to the Gratuity Trust / Fund commences from day 1 of employment and in the event of separation before 5 years, the same will be paid as ex-gratia, except in case of separation arising out of disciplinary grounds.

Gratuity is calculated as under:

Last Drawn Basic Salary / 26 days x 15 days x number of completed years of service.

In the case of death, the minimum service requirement does not apply.

For the purpose of calculating Gratuity, periods of service of 6 months or more will be considered as equivalent to one year and less than 6 months will not be counted. Income Tax on Gratuity will be applicable as per Income Tax Rules.

In the event of an employee does not complete 5 years of continuous service, ex-gratia will be paid to the tune of gratuity accumulated and will be subject to prevailing Income Tax Rules.

III. Performance Linked Incentive (PLI):

PLI is computed on the basis of a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance.

PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, when the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

PLI will be subject to tax.

Date: 6 Dec 2017

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws.

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

Cheruthuruthy P.O. 679 531

Page 13 of 21

RJIL/52886509/11300101/061217/1259

Annexure - II

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. Medical Fitness: Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

3. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that;

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;
- **b.** You are under no physical or mental disability that would hinder the performance of your duties contained herein;
- You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions;
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your sepresentations, warranties, and covenants;
- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

Page 14 of 21

RJIL/52886509/11300101/061217/1259

Annexure - II

- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and
- h. The terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and the terms, covenants, and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

DUTIES AND RESPONSIBILITIES:

Date: 6 Dec 2017

 Exclusivity: You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company and its Clients.

You are required to engage yourself exclusively in the work assigned by the company and its client and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

b. Non Solicitation: You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Client or any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. Other Interests: You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. Controlling Interest: You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company or its clients. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M.Phil, B.Ed

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412Ph.D (Computer Science), Ph.D (Maths)

Page 15 of 21

FROM, Maker Chamber Limited: CIN U72900MH2007PLC23412Ph.D (Computer Science), Ph.D (Maths) Registred Office: 3rd Floor, Maker Chambers M. 222. Nariman Point. Mumbel - 400021, India, www.ila-shiftingineering 679 531



RJIL/52886509/11300101/061217/1259

Annexure - II

e. Work hours: Your working hours at your place of posting shall be as per the rules and regulations of the Client, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. Non-disclosure: You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. Confidentiality: You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company and its clients. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its client or subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

h. Proprietary Rights: You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will

execute and do all instruments, acts, deeds and things, which may be required by us for assigning, Dr. SUMMY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M. Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) Jyothi Engineering College Page 16 of 21 Cheruthuruthy P.O. 6 Page 16 of 21

Date: 6 Dec 2017

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412



RJIL/52886509/11300101/061217/1259

Annexure - II

transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. Safe-keeping of Company's property: You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- j. Return of the Company's Property and records: Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. Authorizations for activities: You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

I. Non-disparagement: You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication. True Copy All

Date: 6 Dec 2017

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412 Dr. SUNNY JOSEPH KALAYATHANKAI

I Floor, Maker Characteristics of the Characteris

Registred Office: 3rd Floor, Maker Chambera IV, 222, Nariman Point, Mumbai



RJIL/52886509/11300101/061217/1259

Annexure - II

- m. Confidential nature of terms of employment: You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. Model Release: You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. Enforceability: You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

TERMINATION OF EMPLOYMENT: 5.

- a. Employment AT-WILL: You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. Performance: Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. Superannuation: You will automatically retire from the service of the company on attaining the age of 58 Dr. SUNNY JOSEPH KALAYATHA

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

PRINCIPAL Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412 Engineering College



RJIL/52886509/11300101/061217/1259

Sajin Thomas K 497, Kottapadi, Chembalamkulagara Temple , Thrissur, GURUVAYOOR, Kerala - 680505

Offer cum Appointment Letter

Dear Sajin Thomas K,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the Manager Family as Assistant Manager in the Job Role JC Business BONDs on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at Guruvayoor.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than 18 Dec 2017.

02. COMPENSATION:

i.Fixed Pay: INR 2,38,408/-(INR TWO LAKH THIRTY EIGHT THOUSAND FOUR HUNDRED EIGHT only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals: INR 15,017/-(INR FIFTEEN THOUSAND SEVENTEEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. Performance Linked Incentive (PLI): INR 39,130 (INR THIRTY NINE THOUSAND ONE HUNDRED THIRTY only) per annum (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) Page 1 of 21

Date: 6 Dec 2017

Date: 6 Dec 2017

PRINCIPAL

Reliance Jie Infocomm Limited: CIN U72900MH2007PLC23412

Jyothi Engineering College



RJIL/52886509/11300101/061217/1259

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C, we have covered each component of compensation in detail.

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including "Terms & Conditions of Employment" at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your preboarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

Reliance Jio Infocomm Ltd

AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

Ph.D (Computer Science)

Ph.D (Co



RJIL/52886509/11300101/061217/1259

Annexure - II

- d. Absenteeism: If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - Return to work within 8 days from the commencement of such absence, and
 - ii) Give an explanation to the satisfaction of the Management regarding such absence
- e. Medical Fitness: The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. Notice Period: Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. Termination for Misconduct: Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- h. Harassment: The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- i. Non-compete: In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or other wise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- j. Recovery of Payments: Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation SEPH KALAYATHANKAL from the company before completion of one year of joining.

GENERAL:

a. Training: You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be

Page 19 of 21



RJIL/52886509/11300101/061217/1259

Annexure - II

borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

- b. Rules Regulations and Policy on Ethics: You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company and our client publish from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. Media Interaction: You will not interact with the media electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
 - v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. Dispute Jurisdiction: It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. Entire Agreement: This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.

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

Jyothi Engineering Cage 20 of 21

Date: 6 Dec 2017



RJIL/52886509/11300101/061217/1259

Annexure - II

- f. Age: Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. Change of address: You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. Passport:You are required to have a valid passport at all times and ensure that the same is renewed from time to time.
- i. Suspension: You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- j. Travel: You shall make your own transport arrangements to and fro from the place of work.
- k. Documentation: Please submit the following documents, if not submitted earlier:
 - Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
 - ii. Three copies of your recent passport size photographs with blue background.
 - iii. Relieving letter & salary certificate from your last employer in case you are/were employed.
 - iv. Copy of Aadhar Card / Passport / Voter ID / License / any other document for photo identity and PAN card.
 - v. Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:Sajin Thomas K

Signature

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

Date: 6 Dec 2017



ue 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 Cheruthurathy P.O.- 679 531



Code of Conduct Procedure

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. The employment in Mindtree is subject to your acceptance of the Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures as part of joining formalities.

Personal Interest V/s Mindtree's Interest

In day to day work scenario, you could be engaged in activities that advance personal interests at the expense of that of the company. Hence, please make informed decisions. When in doubt, you are requested to check with People Function.

Use of proprietary or confidential information of third party

Mindtree does not expect you to disclose to Mindtree, or bring onto Mindtree's premises, or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or self. You shall not make use of any confidential or proprietary information of third party in the course of performing the services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf Mindtree in the course of performing the Services unless you have the prior consent from Mindtree.

Office for profit

Without the consent of Mindtree please do not take-up any work as an employee, consultant, and advisor or as a member of board of directors of any company. President and CEOs of respective businesses will need to explicitly grant you an approval for the above.

Vendor relationship

In your capacity as a Mindtree Mind, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not advice, service, accept any gifts/presents in kind or cash from a vendor of Mindtree. If you receive any gifts from a vendor, please inform your reporting manager or People Function for guidance.

Using Mindtree's Time & Assets

Mindtree Ltd., Global Village

You should not use Mindtree's time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, and coerce fellow employees in acts of using Mindtree's time and assets, for outside or personal work which may have detrimental effect on Mindtree as is reasonably construed.

Mindtree is an equal opportunity employer and does not discriminate on race or religion. While we respect your personal beliefs, you are requested not to engage in activities which have race, caste, political or religious, affiliations. These activities would include but not restricted to forming communities, initiating/forwarding chain mails, enticing other Mindtree Minds to participate in religious/political activities at office premises or during office

True Copy Attested

+91 80 6706 4000 NNY JOSEPH KALAYATHANK/

Digitally signed by 560 059, India OLLAMPARAMBIL HARIDASAN Ms. on 10 31/2017 mww.mindtree.com, MCA, M.Sc, M.Phil, D.E. (Maths)



hours. If there are certain activities which are unavoidable, you would need to ensure that the working hours or productivity is not reduced.

Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

Personal Behavior

You are requested to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and its reputation could be at stake.

Mindtree's culture conforms to a non vindictive environment. Mindtree guarantees every Mindtree Mind that he/ she would not be harassed /vindicated for reporting any disclosure/ incident. You are requested to make note of this aspect and refrain from any vindictive actions against any other Mindtree Mind.

Breach in discipline

Listed below are some of the key issues, which may lead to disciplinary action including and up to termination/ Dismissal from Mindtree (The List is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, caste, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect/negligence/slow-down of work, willful damage of the company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, canvassing against the company, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, any criminal offence, abetment of act as mentioned above, willful breach of law/rule / policy / guideline/procedure, usage/distribution/sale/possession of illegal drugs/controlled substances, Creating/encouraging offensive work environment, etc" The above mentioned is in the context of

- a. People /Parties: Employees, partners, customers, public, stakeholders, government bodies.
- b. Premises: Business premises of the above mentioned people/parties internally

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

+91 80 6706 4000 Tech, MCA, M.Sc, M.Phil, B.Ed

Digitally signed by set Use, India OLLAMPARAMBIL HARIDASAN Ms. on 10/31/20180 6706 4100 (Computer Science), Ph.D (Maths)



Usage of assets

Being a Mindtree Mind you will come in contact with the below - mentioned assets as part of your job. You shall not -

- 2. Divulge
- 3. Tamper
- 4. Give false information
- 5. Misinterpret
- 6. Misquote
- Any of the physical assets which are tangible in nature
- Information, which can safely be construed as intellectual property or as copyrightable material.
- Proprietary information likes -
- 1. Product of ideas and hard work
- 2. Confidential data
- 3. Any business/functional plan
- 4. Personal information
- 5. Design
- 6. Processes and know-how
- 7. Any internal databases
- 8. Patents /application
- 9. Copy right material
- 10. Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- 1. Benefiting a third party,
- 2. Having reciprocal dealings for personal benefits,
- 3. Acquiring pirated, illegal unlicensed software,
- 4. Receiving or giving extensive gifts/presents
- 5. Following any practices which lead to effect monopolies, restrict trade
- 6. Cause any violation of legal or statutory requirements etc

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are requested not to ...

- a. Disclose confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or
- Discuss in public places about the assets (Physical or intellectual) of Mindtree.

The above mentioned is applicable to people/parties and premises as defined supra.

Work Place etiquette

True Copy Attested Please be mindful that work place etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should not leave any papers, books, files, stationary when you close

+91 80 6706 4000 ter

Mindtree Ltd., Global Village

Digitally signed by 500 081 Husball MARIDASAN Ms. on 10 31/2017 mindtree.com



work for the day. You must ensure that computers and lights around your bay are switched off when not in use and you maintain noise levels at all times so as not to disturb others. Please be frugal while using company provided resources like printers, stationery, etc

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke you will have to make use of designated smoking areas only.

It is important to note that while bringing in electronic equipment relating to work, people based in India would need to sign in and out a log book as per STPI guidelines. It is imperative to safeguard the assets (computers, telephones, LCD etc) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

Information disclosure

It is important for every Mindtree Mind to note that you are not authorized to divulge any company specific information to any agency (Private or Public) . You also cannot share any company confidential information and/or information meant for internal circulation only with any outsider. Please direct any such queries for company information to the company spokesperson/ Public Relations personnel.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. As a Mindtree Mind, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls lead to the disciplinary action which may even amount to summary dismissal.

Information Privacy

By signing this document you authorize the Mindtree personnel responsible to hold and retain your personal information as declared by you at an appropriate and secured location/nation. However, the authorized personnel will not divulge this information unless there is a clear business need to do so and/or it is required by the law of the land.

During your tenure and/ or on cessation of employment with Mindtree you authorize Mindtree to share the details of the tenure/ role/ designation/ compensation / reason for separation or any other information with any agency/ True Copy Attested personnel, deemed appropriate.

Declaration

I hereby agree that I have read and understood the terms and conditions of the aforesaid agreement, and voluntarily agree to be bound by the same and also the repercussion of the breach thereof. KALAYA SMRITHITECH, MCA, M.Sc., M.Phil, B.Ed

Full Name (Block letters):

Joining Date:

mouter ScieHARIDASAN 11/11/2017 thi Engineering College ulby P.O.-679 531



Mindtree Kalinga: Our Code of Conduct

Special Economic Zone

Mindtree Kalinga is a notified Special Economic Zone of the Government of India. Entry into, work, stay and exits from such a zone are regulated by law. There are on campus staying quarters that are a part of the SEZ. These are not be confused with a hotel or a college hostel. As a SEZ, Mindtree Kalinga is under security and surveillance. As Mindtree Minds, we understand our legal obligations for being on a SEZ. We keep it safe, secure and legally compliant through exemplary, personal conduct.

Drug, Tobacco, Alcohol, Weapons

As an SEZ and as a Mindtree premise, at Mindtree, consuming drug, alcohol, tobacco and such chewable substance is prohibited. As a respect for the law and good behavior, our Security Staff has been asked to turn out anyone who may be under the influence of drug or alcohol.

Professional Etiquette

In all interpersonal dealings, we present ourselves to each other, as fellow professionals at all times. We pay attention to grooming and cleanliness. We respect the fact that personal intimacy of any kind is not becoming of any one if us during our stay at Mindtree Kalinga.

Respect for Support Staff

We respect all those people who work to make Mindtree Kalinga a world-class facility, irrespective of the nature of their work or their education and station in life. We volunteer to share their work whenever we can. We make our own beds, pick our own plates. We take pride in wiping wash basins and toilet areas after use.

Use of Campus

Many people before us have worked very hard to create the facilities at Mindtree Kalinga. We see ourselves as custodians of this world-class facility. We believe that we must leave it behind in better shape than in which we inherited it. We do not litter. We tidy things up. We do not stray into any area that has restricted or prohibited access signs on them. We do not bring in personal vehicles into the Campus. We do not leave any item of value unattended whose loss would make us unhappy.

Sustainability

Mindtree Kalinga is one of the world's most sustainably-built and maintained premises. We are extremely proud of its stories like Magic Bricks, The Eternal Pond, Passive Cooling and Composting. On our part, we use this remarkable platform to care for Mother Earth. We segregate our waste. We switch off all devices when not in use. We take 2 minute showers.

True Copy Attested

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

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India T +91 80 6706 4000 F +91 80 6706 4100 W www.mindtree.com



Friends & Family

Much as we may miss our friends and family, we understand why they cannot visit us at Mindtree Kalinga because it is a SEZ and an area demarcated for restricted access and for intended use only.

Food

At the cafeteria, as Mindtree Minds, we take small helpings and return for more; we pay attention not to waste food. We know the need for a balanced but nutritious diet, we eat responsibly.

Health

In as much as we think of wellness, in case of an illness, we promptly seek help. We are particularly sensitive to containing all communicable diseases. We pre-inform all prior medical conditions that can cause us danger if not attended to in time and properly. We have a Health Center inside, catering for any emergencies.

Out Pass

There will be 5 working days (Monday – Friday). Out pass is allowed, on week days (Monday – Friday) after 5:30PM only in case there is no session post 5.30 PM. In case Campus Minds want to stay out over the weekend, they need to follow the stay out procedures. They need to be back in campus by 7:00AM on Monday.

Digital Devices

We know when to, and when not to, use digital devices. We are particularly careful about cellphone usage that may disturb other people in the campus.

Mindtree's Integrity Policy

As Mindtree Minds, we read, understand and abide by Mindtree's Integrity Policy. We take pride in keeping our head held high on all matters that concern integrity at Mindtree.

When in Doubt

Whenever we may be in doubt about any aspect of staying and working at the Mindtree Kalinga campus, we do not act in haste. We are assured that help is a call and a mail away. We can choose to speak to Anindya Maitra at +91 9008666077, Rishin Chakraborty at +91 9962269472 and Biswajit Das +91 9937063966 or write to Kalinga@mindtree.com.

I am proud to sign this Code of Conduct. I am proud to be "We"

Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017

Name SMRITHI

HARIDASAN

Place Bhubaneswar-SEZ

Date 11/11/2017

True Copy Attesie 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

grund 9

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

T +91 80 6706 4000 F +91 80 6706 4100 W www.mindtree.com

Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017



EMPLOYMENT AGREEMENT AND NON-COMPETITION AGREEMENT

EMPLOYMENT AND NON-COMPETITION AGREEMENT

THIS EMPLOYMENT AND NON-COMPETITION AGREEMENT, is between Mindtree Limited, incorporated under the Indian Companies Act 1956 with its registered office at Mindtree Ltd, West Campus: Global Village, RVCE Post, Mysore Road, Bangalore-560 059, hereafter referred to as "COMPANY and the undersigned who has accepted the Offer from the COMPANY and has joined the COMPANY and referred to as the "EMPLOYEE." The relation of the Company and the EMPLOYEE is deemed to be of that of the employer and EMPLOYEE and till such time the EMPLOYEE continues to be on rolls of the COMPANY ("Employment")

REFERENCE

Reference is to the Offer Letter, which has been issued to the EMPLOYEE at the initiation and induction of the EMPLOYEE and contains details about

- Title/ Designation
- Competency level
- Compensation & Benefits

The EMPLOYEE's employment with the COMPANY commences on the date of joining the COMPANY as declared by the EMPLOYEE and as accepted by the payroll for the payment of EMPLOYEE's salary.

RECITALS

EMPLOYEE understands that, in its business, COMPANY has developed and uses commercially valuable including but not limited to technical non-technical and other information in the various existing and projected fields of COMPANY's business and, to guard the legitimate interest of COMPANY, it is necessary for COMPANY to protect certain information (1) as confidential and a trade secret and/or (2) by patent, copyright, and/or other means of protection available under the laws (Information).

EMPLOYEE understands that such Information is vital to the success of COMPANY's business, and that through EMPLOYEE's employment by COMPANY, EMPLOYEE may become acquainted and deal with such Information, and may contribute to that Information during employment.

EMPLOYEE understands that all such Information and contributions to such Information as a result of EMPLOYEE's employment by COMPANY are the exclusive and proprietary property of COMPANY and may be protected by COMPANY as COMPANY deems appropriate. THEREFORE, in consideration of EMPLOYEE's employment or continued employment by COMPANY ("Employment"), and in consideration of the mutual promises and covenants in this Agreement, EMPLOYEE and COMPANY agree as follows: True Copy Attested mun o

Dr. SUNNY JOSEPH KALAYATHANKAL

T +91 80 6706 4000

F +91 80 6706 4100

W www.mindtree.com

Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL Jyothi Engineering Collage Cherumoruthy P.O.-679 531

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

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017



DEFINITIONS

As used in this Agreement, the following definitions apply:

Causes for Dismissal from Employment. "Cause" shall be defined to mean any reason or rationale for which COMPANY in its sole discretion and reasonably discretion deems it necessary to terminate, dismiss or suspend the EMPLOYEE or otherwise terminate the Employment Contract and from the COMPANY payrolls and duties; Causes for Dismissal shall mean including but not limited to:

- Willful misconduct or negligence in the performance of, or persistent failure to perform EMPLOYEE's duties of employment;
- · Commission of an act of dishonesty, disloyalty of fraud in connection with EMPLOYEE's employment;
- . Drug or alcohol use, or being under the influence of same, during working hours or on duty of the COMPANY
- Conviction of, or plea of nolo contendere in, a crime, whether or not related to EMPLOYEE's employment;
- Breach of the provisions of this Agreement, Employment Contract, Code of Conduct procedures or breach of the COMPANY policies, which breach remains uncured ten (10) days after written notice thereof, except EMPLOYEE and COMPANY agree that any such breach cannot be cured.
- · Commission or omission of any act, which is detrimental to the reputation of the COMPANY.

Client/ Customer shall mean such entities which are engaged or in the process of or have the prospect of entering into a business relationship with the COMPANY.

Employee's Output. The work product of EMPLOYEE during the term of Employment, including documentation and annotation for any and all products or Information, resulting in whole or in part, from the Employment that is deemed adequate by COMPANY for COMPANY to continue to productively utilize EMPLOYEE's Output even subsequent to the termination of the Employment, for any reason whatsoever. The work product shall also include, but not be limited to, Inventions as defined in this Agreement.

Employer. The Employer is Mindtree Limited, and any business entity, which may be a Subsidiary of Mindtree Limited. Except, for purposes of Intellectual Properties, also included under this definition, shall be any entity to which Mindtree shall choose to assign an intellectual property and has received Intellectual Properties from.

Intellectual Properties shall mean any Invention (as defined herein) or such other work, tangible or intangible which may be or can be protected under the applicable Intellectual Property laws or otherwise.

Inventions, shall include, any and all discoveries, inventions, designs, improvements, enhancements, ideas, concepts, techniques, know-how,reports software, documentation or other works of authorship, whether or not copyrightable or patentable that are or have been made, conceived, or developed or first reduced to practice by EMPLOYEE, in whole or in part, alone or jointly with others, in the scope of EMPLOYEE's Employment by COMPANY, but shall not include Inventions conceived and reduced to practice prior to Employment With the COMPANY.

True Copy Attested

+91 80 6706 4000

+91 80 6706 4100

W www.mindtree.com

SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

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

PRINCIPAL

Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017

Jyothi Engineering College Cheruthuruthy P.O.-679 531



All of these items both for Customer/Clients and for COMPANY's internal/external/business/ operations; to the extent that these items are proprietary to COMPANY; and

- b. Confidential information revealed to COMPANY by third parties and which COMPANY is obligated to keep confidential; all copies of this Agreement, and any other information that maybe be considered by COMPANY as COMPANY's Confidential Information under applicable laws, and
- c. EMPLOYEE's Inventions. Trade Secret Information shall not include:
- d. Information which, at the time of disclosure, is in the public domain or which, after disclosed, becomes part of the public domain by Publication or otherwise through no action or fault of EMPLOYEE; or
- e. Information which EMPLOYEE can be proved was in its possession at the time of disclosure and was not acquired. directly or indirectly, from COMPANY; or
- f. Information, which was received by EMPLOYEE from a third party having the legal right to transmit that information.

5.0 EMPLOYEE ACKNOWLEDGMENTS.

- 5.1 EMPLOYEE acknowledges, warrants and guarantees that Employment with COMPANY does not cause, directly or indirectly, the breach of any agreements between EMPLOYEE and third parties. EMPLOYEE further agrees that during the Employment, EMPLOYEE shall not engage in any action, or refrain from engaging in any action, where such action or inaction or act or omission may cause, directly or indirectly, the breach of any agreements between EMPLOYEE and third parties, including, but not limited to, confidentiality or non-disclosure agreements or breach of Intellectual Property Rights.
- 5.2 EMPLOYEE acknowledges that during Employment, EMPLOYEE shall devote full time and attention to Employment and full all conditions as laid in Employment Agreement and policies/practices of the COMPANY.
- 5.3 EMPLOYEE acknowledges that the compensation included in the Employment Agreement is the full and total compensation for the services. EMPLOYEE specifically acknowledges that EMPLOYEE is entitled to no compensation that is not included in the Employment Agreement including, but not limited to, royalties, bonuses, and additional benefits.
- 5.4 EMPLOYEE acknowledges that during the Restricted Period, EMPLOYEE has had and/or shall have access to and has become and/or shall or may become aware of Information including but not limited to Trade Secrets. EMPLOYEE agrees to hold in confidence all Trade Secret & Information disclosed to EMPLOYEE or developed by EMPLOYEE in connection with the Employment.

5.5 EMPLOYEE acknowledges that COMPANY is the sole and exclusive owner of all rights and remedies in and to True Copy Attested Trade Secret & Information.

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

PRINCIPAL

T +91 80 6706 4000 F +91 80 6706 4100 This indicating College W www.mindtree.com

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India



"Prospect" shall mean and include the entities with which the Company aspires to have a business agreement or understanding.

Non-Competition. EMPLOYEE warrants and guarantees that EMPLOYEE shall not compete by:

- a. Directly or indirectly soliciting or accepting any employment or any consulting assignment in any capacity or doing business or trade or patronage of any entities which are/ were Customers/Clients of the COMPANY to whom EMPLOYEE was introduced by Mindtree in active engagements during his/her Mindtree employment. This reasonable restriction shall be during my employment and for period ending on twelve (12) months following the termination/resignation or superannuation or otherwise ending of my employment with Mindtree or any of its affiliates (the "Restricted Period")
- b. Founding, working for, consulting to, or assisting in any way, whether in a paid or unpaid capacity, any individual, partnership, COMPANY, or other business entity or associate as a sole proprietor, owner, employer, partner, principal, joint venturer, shareholder, associate, EMPLOYEE, consultant, contractor or otherwise which competes with COMPANY with respect to any of the services, products, trade secrets, Information, Inventions or other matters of COMPANY; or
- c. Directly or indirectly employing, inducing, soliciting for employment/contract, or assisting others in employing/contracting any individual who is at any time' during the "Restricted Period an EMPLOYEE or contractor of COMPANY or any of its Affiliates.; or
- d. Owning an interest in any business which directly competes with COMPANY, except, however, nothing herein shall preclude EMPLOYEE from owning, as a passive investor, up to one percent (1 %) of the outstanding shares in a publicly traded COMPANY for the shares of which an active public trading market exists.
- e. During the "Restricted Period", EMPLOYEE shall not, without the COMPANY's prior written consent, engage in any employment or business activity or associate self (including, but not limited to, association as a sole proprietor, owner, employer, partner, principal, joint venturer, shareholder (beyond 1%), associate, EMPLOYEE, consultant, contractor or otherwise) with any Client or known Competitors of Clients the EMPLOYEE has worked for in last twelve months or any of their successors, or assigns.
- f. During the "Restricted Period", EMPLOYEE shall not solicit, or arrange to have any other person or entity solicit, any person or entity engaged by the COMPANY as an EMPLOYEE, customer, supplier, or consultant or advisor or otherwise having any relationship with the COMPANY to terminate such party's relationship with the COMPANY.
- 4.9 Trade Secret Information. -Trade Secret Information includes information whether or not developed by EMPLOYEE. Trade Secret Information includes, but is not limited to, the following:
- a. Research and development work; source code; object code; runtime libraries; system documentation; softwarerelated documentation; system configurations; hardware design; firmware design; source code; object code; icons, business and product plans; marketing techniques; customer and supplies lists; construction, layout, and operation of COMPANY's facilities and equipment; as these items relate to the following COMPANY products:

True Copy Attested Dr. SUNNY JOSEPH KALAYATHANKAL

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

F +91 80 6706 4100 Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL W www.mindtree.com

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

vothi Engineering College Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017 eruthuruthy P.O.- 679 531



5.6 EMPLOYEE recognizes the unusual nature of computer-related businesses and trade secrets, EMPLOYEE acknowledges COMPANY's right to immediate injunctive relief in case of any breach of this Agreement - by EMPLOYEE, in addition to any other remedy in damages in law or equity.

5.7 EMPLOYEE agrees to abide by the requirements defined under any security or other certifications or certifying bodies which the COMPANY intends to be subscribed under or to be certified at a date in future and all reasonable requirements/obligations that it undertakes with reference to its obligations for Customers/Clients.

5.8 EMPLOYEE acknowledges that the time periods provided for in this Agreement shall be extended for a period of time equal to any period of time in which EMPLOYEE shall be in violation of any provision of this Agreement and the COMPANY shall be entitled to multiple remedies including injunction for any and all the breaches and defaults of the EMPLOYEE.

6.0 EMPLOYMENT AND COMPENSATION.

6.1 The Employment shall or did commence on the date of the EMPLOYEE joining as per Company records and continues till cessation of employment by resignation or termination otherwise or by retirement when the EMPLOYEE attains an age of 60 year as per the date of birth declared at the time of joining.

6.2 COMPANY agrees to compensate EMPLOYEE for all of the services rendered by EMPLOYEE during the Employment as stated in the Employment Agreement that shall consideration shall be sufficient for and be deemed to pasrt of consideration for this Agreement as well.

7.0 RESTRICTIVE COVENANT AGAINST COMPETITION.

7.1 If Employment is terminated/ expiration of superannuation or otherwise ends with Mindtree or any of its Affiliates, EMPLOYEE shall not compete (as defined in clause 4.8 supra) with COMPANY for the Restrictive Period. In the event it is proved that the EMPLOYEE has competed with respect to Company's interests, then suitable damages will be sought from the EMPLOYEE besides seeking immediate injunctive relief in case of any breach of this Agreement-by EMPLOYEE and in addition shall have all other remedies in damages in law or equity. Also COMPANY, shall have the right to approach a Court/Arbitrator as per its sole discretion of relevant jurisdiction to resolve the matter at hand.

7.2 If a Court/ Arbitrator of competent jurisdiction deems such restrictive covenant unenforceable against an EMPLOYEE, or if EMPLOYEE is terminated without Cause and without the payment of compensation to the EMPLOYEE, COMPANY shall have the option to compensate EMPLOYEE for a period of up to six (6) months. In no event shall an EMPLOYEE terminated for Cause receive compensation.

8.0 CONFIDENTIALITY AND NON-DISCLOSURE.

8.1 EMPLOYEE agrees to hold in confidence all Trade Secret & Information disclosed to EMPLOYEE or developed by EMPLOYEE in connection with Employment.

8.2 EMPLOYEE shall not, without the written permission of COMPANY use the Trade Secret & information, which EMPLOYEE is obligated hereunder to maintain in confidence for any reason others than to enable EMPLOYEE to properly and completely perform the Employment.

Jyothi Engineering College Cheruthuruthy P.O.- 679 531



True Copy Attested



8.3 EMPLOYEE shall not reproduce or make copies of the Trade Secret & Information or EMPLOYEE's Output, except as required in the performance of the Employment. Upon termination of Employment for any reason, whatsoever, EMPLOYEE shall promptly deliver to COMPANY all return all Trade Secret & Information and all correspondence, drawings, blue prints, manuals, letters, notes, notebooks, reports, flowcharts, programs, proposals, documents concerning COMPANY's Customer/Clients, documents concerning products or processes used by COMPANY, and all other documents, writings, and materials utilized by EMPLOYEE, together with any copies or other reproductions thereof made by EMPLOYEE or in the possession or control of EMPLOYEE.

8.4 EMPLOYEE shall immediately notify COMPANY of any information, which comes to EMPLOYEE's attention, which does or might indicate that there has been any loss of confidentiality of such Trade Secret & Information or breach of such rights.

8.5 The terms of this Section shall survive EMPLOYEE's Employment perpetually.

9.0 INTELLECTUAL PROPERTIES.

9.1 EMPLOYEE hereby agrees that EMPLOYEE is an "EMPLOYEE-for-hire" as defined by international copyright law, all works resulting from the Employment are "works made for hire" as defined by international copyright law.

9.2 EMPLOYEE shall promptly disclose to COMPANY and or to its Customers, in writing if requested, any and all inventions conceived or made by EMPLOYEE during the period of EMPLOYEE's Employment and related to the business or activities of COMPANY. EMPLOYEE shall assign and hereby agrees to assign all of EMPLOYEE's interest therein to COMPANY. EMPLOYEE shall execute, whenever COMPANY/Customer requests EMPLOYEE to do so, any and all applications, assignments or other instruments which COMPANY shall deem necessary to apply for and attain Letters Patent of the United States or any foreign country or to protect Intellectual property Rights of the COMPANY's /Customers interest therein. These obligations shall continue beyond the termination of EMPLOYEE's employment with respect to inventions conceived or made by EMPLOYEE during the period of Employment and shall be binding upon EMPLOYEES's assigns, executors, administrators and other legal representatives.

9.3 EMPLOYEE irrevocably assigns to COMPANY, or to any party designated by COMPANY, EMPLOYEE's entire right, title and interest in Inventions. Such assignment shall include, without limitation, all rights in all Letters Patent and application for Letters Patent (including any reissue, division, continuation ()r continuation in part applications), patents of addition, invention certificates, industrial designs, and industrial models and utility models through the world now or hereafter filed, all know-how, show-how, and other trade secret rights arising under the common law, state law, federal law and laws of foreign countries, all trademark rights, and all copyrights in all Developments & Inventions and all Intellectual property Rights therein.

9.4 EMPLOYEE shall place all appropriate notices of patent rights, trademark rights, and copyrights and all other Intellectual property Rights on all works resulting from Employment.

9.5 EMPLOYEE understands that subsequent to the Employment, EMPLOYEE's assistance may the needed in regard to securing, defending or enforcing any patent/ Intellectual property Rights of which EMPLOYEE is an inventor or co-inventor. In that event, EMPLOYEE shall provide all such assistance and COMPANY agrees that COMPANY shall pay reasonable compensation for EMPLOYEE's time at a rate to be agreed but not higher than

Dr. SUNNY JOSEPH KALAYATHANKAL

T +91 80 6706 4000 M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths)

PRINCIPAL

F +91 80 6706 4100 W www.mindtree.com

Jyothi Engineering College



the last salary rate paid to EMPLOYEE by COMPANY during EMPLOYEE's Employment. EMPLOYEE and COMPANY recognize that such assistance may involve:

- a. Executing any and all documents, patent applications and assignments to COMPANY or COMPANY's designee,
- b. Making and keeping proper records, and c. Giving evidence and testimony.
- 9.6 EMPLOYEE shall comply with all COMPANY policies that may be in effect from time to time relating to record keeping, disclosure to COMPANY and assignment of Developments & Inventions
- 9.7 The terms of this Section shall survive Employment perpetually.

10.0 SIMILAR WORK PRODUCT.

10.1 It would be difficult to identify and prove the use of COMPANY's Trade Secrets & Information in the development of other computer programs providing the same functionality as COMPANY's programs upon which EMPLOYEE worked during the Employment. Should any dispute arise between EMPLOYEE and COMPANY regarding: such computer programs that results in an arbitration or proceeding in a court of law, there shall be, for the purpose of any arbitration or trial, an irrefutable presumption that any computer program providing the same functionality as any or all such programs was developed using COMPANY Trade Secrets & Information contrary to the provisions of this Agreement.

10.2 Should the irrefutable presumption provided for in the preceding paragraph be held to be contrary to law, then the presumption shall be at the highest level allowed by law, and the burden of proof shall rest with EMPLOYEE.

11.0 INDEMNIFICATION.

11.1 EMPLOYEE shall indemnify COMPANY from and against any loss, damage, or injury COMPANY shall suffer as a result of any breach of this Agreement, Employment Agreement of or other polices/practices of the COMPANY by EMPLOYEE and for all acts or omissions of EMPLOYEE. Such all encompassing indemnity shall include, but not be limited to, losses, damages, injuries, or liabilities, losses, expenses etc that COMPANY may suffer as a result of EMPLOYEE's breach, in any way, of this Agreement Employment Agreement of or other polices/practices of the COMPANY. Such damages, injuries, liabilities, losses, expenses etc that may be awarded to COMPANY against indirect, special, general, be deemed to include all actual, EMPLOYEE shall excemplary and consequential damages awarded to COMPANY, its agents, EMPLOYEEs, or assigns, against any party who benefits, in any way from EMPLOYEE's breach of this Agreement, Employment Agreement of or other polices/practices of the COMPANY as well as any attorney fees, liabilities, losses, expenses, costs of suits, costs or arbitration, or costs or appeal, etc which may be awarded in any litigation or arbitration instituted by or against COMPANY to recover monetary compensation for such loss, liabilities, losses, expenses damage or

injury, etc or to obtain injunctive relief from EMPLOYEE's failure to perform as specified in this Agreement Employment Agreement of or other polices/practices of the COMPANY True Copy Attested

11.2 EMPLOYEE acknowledges that the indemnity discussed in Paragraph 11.1 of this Agreement specifically applies

T +91 80 6708 4000 (Computer Science), Ph.D (Maths)

PRINCIPAL F +91 80 6706 4100

www.mindtree.domothi Engineering College huruthy P.O.- 679 531

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017



to, but is not limited to, claims brought against COMPANY by persons or entities by which EMPLOYEE has been employed, retained, or consulted.

11.3The terms of this Section shall survive Employment perpetually.

12.0 GENERAL

- 12.1 EMPLOYEE understands that this Agreement shall be effective when executed by both COMPANY and EMPLOYEE and that the terms of this Agreement shall remain in full force and effect both during the continuation of the Employment, and after termination of the Employment for any reason whatsoever.
- 12.2 This Agreement supersedes any and all prior agreements concerning Employment between COMPANY and EMPLOYEE.
- 12.3 If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, the remaining provisions of this Agreement shall remain in full force and effect.
- 12.4 Each and all of the provisions of this Agreement shall be binding upon and shall inure to the benefit of the COMPANY hereto and the successors and assigns of the COMPANY.
- 12.5 If a court of competent jurisdiction deems such restrictive covenant is unenforceable against EMPLOYEE, then this Agreement shall be enforced to the extent possible under the applicable laws.

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

Jyothi Engineering College

Cheruthuruthy P.O. 679 531

12.6 This Agreement shall be construed according to the laws of the Republic of India.

For Mindtree Limited

parats

Parthasarathy N S

President - Chief Operating Officer

Read and Accepted

Full Name: SMRITHI

HARIDASAN

: Bhubaneswar-SEZ

Dr. SUNNY JOSEPH KALAYATHANKA Poining Date: 11/11/2017

Dr. SUNNY JOSEPH KALAYATHANKA Poining Date: 11/11/2017

NEDUNGOTTUR

SHORANUR-1

679121

KERALA

INDIA



Maternity Benefits Policy at Mindtree

Maternity leave policy is to support women during pregnancy, childbirth or related medical conditions and is as per statutory regulations

- 1. Maternity leave will be given for 26 weeks (182 calendar days) of which not more than 8 weeks (56 calendar days) shall precede the date of delivery. This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. This benefit will also be applicable for adoptive mothers and commissioning mothers (Refer Definition). In the case of adoption, the age of the child should be less than 5 years
- 2. A surrogate mother can avail maternity leave for a maximum of 12 weeks of which not more than 6 weeks shall precede the date of delivery. This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. (Refer Definition).
- 3. In case of miscarriage or premature termination of pregnancy, Mindtree Mind is entitled to 45 days fully paid maternity leave (including weekly offs and all public holidays).
- 4. In case of Tubectomy, Mindtree Mind is entitled to 15 days leave (including weekly offs and all public holidays) once in Mindtree tenure.
- 5. Post Completion of Maternity leave if they required additional support, Mindtree minds can avail Work from Home if it is possible to do so.
- 6. All rules and regulations as per the Maternity Benefit Act, 1961 would apply.
- 7. In addition to the above benefits the lady minds (& spouse of Mindtree minds) are eligible to claim Insurance benefits towards Maternity and related medical conditions.

Please refer to People Hub for the more details on the process and specific limits.

Declaration

SMRITHI

HARIDASAN

hereby acknowledge that I have read and

PRINCIPAL Jyothi Engineering College Cheruthuruthy P.O.-679 531

True Copy Alle understood the Maternity Benefits at Mindtree Ltd.

Signature - Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN MS. on 10 M.Tech, MCA, M.Sc, M. Ph.D (Computer Science), Ph.D (Maths)

Name - SMRITHI HARIDASAN

Date: - 10/31/2017

T +91 80 6706 4000

F +91 80 6706 4100

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

W www.mindtree.com





Joining Report

1. Date of Joining
This is to state that I have joined Mindtree Ltd on (MM-DD-YYYY) on my own
volition. Prior to joining Mindtree Ltd, I was working with Fresher and have completed all relieving
formalities with my previous employer. To that extent, I am not in dual employment on the day of joining
Mindtree Ltd and Mindtree Ltd is not responsible for any unfinished formalities viz., legal, financial,
personal or professional which I have with my previous employer, if any.
2. BGC Disclaimer:
At Mindtree, background verification is a joining prerequisite. If it is found that a candidate has falsified
their credentials, it would mean summary termination of employment and subsequent reporting of the
breach of integrity to a national skill registry formed under the auspices of the Indian IT industry body -
NASSCOM. Once a candidate is reported for breach of integrity, the breach is permanently recorded in
his/her employment record and the data is visible at the national level for all future employers. I agree
to this prerequisite and declare that the given information is correct and to the best of my knowledge.
3. Bank
I hereby agree that my salary and other benefits expressed in cash applicable to me may be credited to
my account with ICICI/HDFC/AXIS/CITI/SBI Banks. I also agree that I will not raise any dispute over
this in future even if the bank is changed.
True Copy
4. Conduct Procedures
I further declare that I have completely understood the Conduct Procedures and I will follow the same
without violating any. Dr. SUNNY JOSEPH KALAYATHANKA Same No. M. Tach, MCA, M.Sc, M.Phil, B.Ed M.Tach, MCA, M.Sc, M.Phil, B.Ed M.Tach, MCA, M.Sc, M.Phil, B.Ed
M. Icelli and Colence), I also
5. Date of Birth Ph.D (Computer Successing College Co
5. Date of Birth My date of birth is (MM-DD-YYYY) and I shall not raise any dispute before
any forum now or in future over this date of birth as declared by me. Proof of date of birth is enclosed.
THE RESIDENCE OF THE PROPERTY



6. Current Residential Address:

Following is my current residential address:

KAUSTHUBHAM	
NEDUNGOTTUR	
SHORANUR-1	
679121	
KERALA	
INDIA	
	1,

I confirm that the address is given above is the latest and I understand that should there be any change of my address I shall intimate the same to the People Function immediately. I also undertake that if any communication is returned undelivered for the reason that the address being wrong or that I am not traceable at the above furnished address it shall be deemed that I have being informed of the contents of the communication and no further communication will be necessary.

7. Proprietary Information:

I understand that my service relationship with Mindtree limited creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that may be disclosed to me by Mindtree that relates to the business of Mindtree or to the business of any parent, subsidiary, affiliate, customer or supplier of Mindtree or any other party with whom Mindtree agrees to hold information of such party in confidence (the "Proprietary Information"). Such Proprietary Information includes but is not limited to Assigned Inventions, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists and data and domain names.

8. Confidentiality:

At all times, both during my engagement and after its termination, I will keep and hold all such ATHAMAN Proprietary Information in strict confidence and trust. I will not use or disclose any Proprietary Ph.D (Maths) Information without the prior written consent of Mindtree, except as may be necessary to perform my eduties as an employee for Mindtree for the benefit of Mindtree. Upon termination of expiration of my engagement to provide Services for Mindtree, I will promptly deliver to Mindtree all documents and



materials of any nature pertaining to my work with Mindtree and upon request by Mindtree, will execute a document confirming my agreement to honor my responsibilities contained in this invention Assignment Agreement. In will not take with me or retain any documents or materials or copies thereof containing any Proprietary Information.

9. Third party information:

I understand that Mindtree has received and will in future receive from third parties confidential or Proprietary Information (the "Third Party Information") subject to a duty on Mindtree's part to maintain the confidentially of such information and use it only for certain limited purposes. I agree to hold Third Party Information in confidence and not to disclose to anyone (other than personnel who need to know such information in connection with their work for Mindtree) or to use, except in connection with my work for Mindtree. Third Party Information unless expressly authorized in writing by an officer of Mindtree.

10. No Conflict of Interest:

I agree not to disclose to Mindtree, or to bring onto Mindtree's premises, or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or me. Unless I first obtain the express, prior written consent of Mindtree, I agree not to make use of ant confidential or Proprietary Information of any third party in the course of performing the services, nor include or incorporate any such information with or into any product or work that I create, design, or develop for or on behalf Mindtree in the course of performing the Services.

11. Emergency Contact Person

Please indicate whom to contact in case of emergency. Indicate name, relationship with you and telephone number with STD code, E-mail address and telegraphic address.

	Atteste
KN	True Copy M
9961469991	AND AVATHANKAL
r	CUNNY JOSEPH KALAMIN B.Ed (Maths)
679121	Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M. Phil, B.Ed PRINCIPAL PRINCI
INDIA	Ph.D (Computer Science) Ph.D (
	9961469991 r 679121



12. Medical History

Please give details of any major ailments that you	had in their past/currently suffering
Yes	
Hypothyroidism	
13. Have you been ever prosecuted in any	criminal court?
(Yes/ No) if yes, give details.	
No	

14. Declaration

I hereby certify that the answers given by me for the foregoing questions are true and correct without any consequential omissions whatsoever. I agree that Mindtree Ltd. shall not be liable in any respect, if my application is rejected or my employment terminated because of the falsity of answers or omissions made by me in this application form. I agree to submit to physical examination. I also authorize Mindtree Ltd. to secure any information regarding myself and I hereby release any person, firm or institutions from all liabilities for any damage whatsoever for issuing such information. It is understood that if engaged my employment will be subject to service conditions as may be stipulated in the appointment letter. I am willing to travel if necessary or serve anywhere in India or abroad.

SMRITHI	KOLLAMPARAMBIL	HARIDASAN
First Name	Middle Name	Last Name
11/11/2017		HI KOLLAMPARAMBIK HARIDASAN Ms. on 10
Joining Da	signatu	CC PIL
	Ph.	Mech, McA, Microcelly College A. Tech, McA, Microcle College A. Tech, McA, Microcelly College PRINCIPAL College Fally Compared Principal P.O 679 531

Company Confidential Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017



Cab Services for Lady Mindtree Minds

Effective date: 01, January 2013

Dear Lady Minds,

Safety and security of Lady Mindtree Minds is of immense importance to us and hence, Mindtree has implemented various policies to ensure this. We are now introducing an update to strengthen the existing policy. All Lady Mindtree Minds are strictly encouraged to use this facility even though they have their own transport facility during late hours as defined by the policy below.

Eligibility criteria: All Lady Mindtree Minds working during 8.00 PM to 6.00 AM, across all our locations in India.

Key Highlights:

- Door step pick up/drop service will be provided to Lady Mindtree Minds between 08:00 PM to 06:00 AM.
- If you are working in shift mode and have requested the transportation team for transportation, the system will automatically take care of your request as per this policy.
- If you are required to work late/come early due to project/business exigency, you are required to raise a genie request as per the current practice and the requested service will be provided to you.
- Lady Mindtree Mind will not be allowed to travel between 08:00 PM to 06:00 AM without escort facility.
- Lady Mindtree Minds will not be allowed to get dropped off at any location other than their recorded residential address on our system. Please take time to check your address in the system and have it updated if required at the earliest.
- We recommend Lady Minds to avail this facility for their own security and safety. However, if Lady Minds choose to voluntarily use their own transportation through family friends or any other means in the stipulated time stated in the policy, then they will be doing so at their own risk. By doing so, they absolve Mindtree of any consequences arising out of their action.

I accept that I have read the above	information and understood the same a	nd will abide by it.
CORY PRODUND WALAYA	THANKAL SMRITHI	HARIDASAN
JOSEPH KALAPHI JOSEPH KALAPHI JOSEPH KALAPHI	Signature: Digitally signed by: SMRITI	HI KOLLAMPARAMBIL HARIDASA
Dr. SUNN MOR SCIENTAL	Colleg 31	
Ph.D. othi Englishy P.C.		

Company Confidential Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2017

Mindtree Limited



EMPLOYEES INFORMATION NOTICE AND CONSENT CONCERNING PROTECTION OF PERSONAL DATA

1. Your Personal Data

For the purposes of your employment with Mindtree Limited ("Mindtree" or the "Company") which has been contracted under the India Employment Offer you recently signed, Mindtree may collect, hold, process and transfer your Personal Data as defined under applicable laws (such as your name, date of birth, education, home contact information, marital status, salary, occupation) as it is necessary for the administration, management and performance of your employment or is otherwise in the legitimate interest of the Company.

To give you more details these Personal Data are collected and processed by the Company for employee administration and management purposes, such as:

- Administrative management of personnel (including employment agreements, offer letters, bonus plans, employees records, administering and managing the employment relationship, directory management, payroll management, leave management, travel management, expense management, timesheets for utilization, career management, immigration matters, employee mobility, transfers in and out, compensation and benefits planning and workflow management);
- Performance assessment and evaluation, training history, etc.
- Telephony management, IT support services, management of the emails and instant messaging systems, employee's monitoring concerning the use of Internet and emails, etc.
- Operation of the information technology (IT) helpdesk and support services, IT maintenance and security and employee authentication, etc.
- Security management and access control management.

In relation to Personal Data processed by employees using electronic equipment or Mindtree network provided to employees (including computers, laptops, palmtops, Internet access and e-mail), employees must also ensure that they process such data in accordance with other Mindtree policies applicable to the use of such electronic equipment or Mindtree network.

Consent:

You hereby expressly consent to Mindtree, its subsidiaries, contractors, and third-party service providers using such Personal Data as per this notice.

Right to opt out and Withdrawal:

Mindtree respects your privacy considerations and hence provides an option to you to withdraw your consent which was earlier given to Mindtree (except where such processing satisfies a legal

1 Mindtree Ltd is a company incorporated in India having its registered address at Global Village, RVCE post, Mysore Road, Bengaluru, 560 059, Karnataka, India which has several branches and subsidiaries around the world ("the Mindtree Group"), or regulatory obligation or is necessary for the management of your employment relationship) and this opt out same must be communicated by you to Mindtee in writing.

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

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India

T +91 80 6706 4000 F +91 80 6706 4100

W www.mindtree.com



2. Data Recipients

Your Personal Data will only be available to the restricted persons within the Company who need such access for the purposes listed above or where required by law. These persons include human relations personnel, information technology personnel, relevant business managers access limited to their supervisory organization), and authorized representatives of internal control functions, such as Audit, Compliance, and Legal.

In the course of the proper running of Mindtree's business or in order to comply with our statutory obligations, we may need to share, on a need base basis, certain of your Personal Data for business and communication purposes with third-party organizations that provide different services to us such as recruitment services, background verification services, information technology services etc or with auditors, accountants, lawyers or professional advisers.

3. Information about Dependents

If you provide Mindtree Ltd with individually identifiable information about members of your family and/or other dependents (e.g., for emergency contact or benefits administration purposes), it is your responsibility to inform them of their rights with respect to such information. You also are responsible for obtaining, and providing to Mindtree Ltd (if requested), the explicit prior consent of these individuals (unless you can provide such consent on their behalf) to the processing (including transfer) of that individually identifiable information for the purposes set out in this Notice.

Mindtree Ltd processes the data of the above third parties according to this document and the purposes hereby identified.

4. Right to Access, right to erase and right to object

Along with all other rights granted to data subjects under the applicable data privacy laws, you may request to be informed about Personal Data that Mindtree Ltd holds about you, access such data, and request that inaccurate data be updated, corrected, erased permanently or amended provided that such change is reasonably requested (at a reasonable frequency). Changes to your Personal Data should be coordinated through and handled by the HR Department. Once a change is reasonably requested in writing, the Human Relations Department will answer to your request within 5 business days. If you wish to access or request any modification to your Personal Data, please contact your local Human Relations Department, at the following address: Kumar.Visvanathan@mindtree.com, or the Grievance Officer at the following email address: Satish.dorepalli@mindtree.com.

You are entitled, on legitimate grounds, to object to the processing of your Personal Data (except where such processing satisfies a legal or regulatory obligation or is necessary for the management of your employment relationship). If you wish to object to the processing of your Personal Data, please contact your local Human Relations Department, at the following address: Kumar.Visvanathan@mindtree.com, or the Grievance Officer, Mr. Satish Dorepalli, at the following email address: Satish.dorepalli@mindtree.com.

True Copy Attester

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

Jyothi Engineering College Cheruthuruthy P.O. - 679 531

Mindtree Ltd., Global Village RVCE Post, Mysore Road Bangalore 560 059, India T +91 80 6706 4000 F +91 80 6706 4100

W www.mindtree.com



5. Questions

If you have any questions about this Notice or wish to (i) access or review your Personal Data or learn more about who has access to your Personal Data (i.e., enforce your privacy rights), or (ii) make another type of request related to your Personal Data, including to ask for the rectification of any inaccurate data or to object, at any time and for free to the processing of your data for direct marketing purposes, please contact your local Human Relations Department, at the following address: Kumar.Visvanathan@mindtree.com, or the Grievance Officer, Mr. Satish Dorepalli, at the following email address: Satish.dorepalli@mindtree.com.

6. Complaints

Any complaints received about Mindtree Ltd's use of Personal Data should be promptly directed to the Grievance Officer and the Mindtree Ltd Legal Department. Personal Data-related complaints, data protection concerns and any communications regarding enforcement of your privacy rights should be directed to the Grievance Officer, Mr. Satish Dorepalli, at the following email address: Satish.dorepalli@mindtree.com.

I agree and accept: Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/3

Name of Employee: SMRITHI HARIDASAN

Date: 10/31/2017

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
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



Joining Documents Annexure

I hereby agree to submit all the mandatory documents as part of joining formalities to People Shared Services on or before completing 120 days from my date of joining. In case of delay, I will communicate the reason to People Shared Service team and take necessary approvals. In case of failing to submit the documents, Mindtree can take necessary disciplinary action against me. I further declare that I have completely understood the New Joiners Documentation Policy and will abide by Code Conduct Procedures and follow the same without any violations.

SMRITHI

KOLLAMPARAMBIL

HARIDASAN

First Name

Middle Name

Last name

11/11/2017



Digitally signed by: SMRITHI KOLLAMPARAMBIL HARIDASAN Ms. on 10/31/2

Joining Date

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

Juntal Engineering College Cheruth anality P.O.- 679 531



True Copy Attested

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





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

SUDEEPA S NAIR

EMP ID NO

TNL201706180

BLOOD GROUP

B-

EMERGENCY NO : 9480605839

www.byjus.com



Your Training with Byjus Classes

- Sudeepa S Nair Inbox



Pagins Classes

to me

5/4/2017 View details

Dear Sudeepa S Nair

Welcome to Byjus. Congratulations on your decision of partnering with us in our endeavor to change the face of education. It is our pleasure to extend the following offer to you further to the interview and discussions you have had with us. You are expected to join us on June 5, 2017.

The details of your Training are as follows:..

Date of Reporting: June 5, 2017.

Reporting Location: Byjus (IBC Knowledge Jose

Park, Block-D Floor 6), Byjus (IBC Knowledge Park),

IBC knowledge Park, 6th floor, D Block, 4/1,

Bannerghatta Main Rd, Bhava, Bangalore, KA, India.

Reporting Time: 10.00AM.

eporting Time. 10.007411.



True Copy Allesied



Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M. Sc, M. Whil, B.Ed n.D (Maths)

SWATHIK S

EMP ID NO

BLOOD GROUP : AB+

EMERGENCY NO

TNL201706176

9847754766

www.byjus.com

SEZ ITPB AREA



117730

True Copy Attested

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





Ref No. 2018IND37453_4

Date: 09th October, 2018

Ms. V S Anjali Kavithanjali house, Aiswarya Nagar Near Mankara police station Mannur, Mankarai, Palakkad Kerala - 678613

Dear V S Anjali,

We welcome you to join a progressive and winning team with a passion for technology and excellence. We are dedicated to providing opportunities, career advancement and development to our people and we are sure you will find your career with us a challenging, learning and rewarding experience.

We are pleased to confirm our offer of employment to you as **Engineer** in our Organization under the following terms and conditions.

TERMS AND CONDITIONS:

- Your Annual Guaranteed Compensation will be of Rs.2,56,000 (Rupees Two Lakhs and Fifty Six Thousand Only) per Annum. You are also entitled for an Variable Compensation of Rs. 13,500 (Rupees Thirteen Thousand and Five Hundred Only) however you can also earn up to Rs.16,875 (Rupees Sixteen Thousand Eight Hundred and Seventy Five Only) based on your performance. The details of the above said components are enclosed in Annexure 1.
- You are currently positioned as Grade JL1A in the organization which entitles you to specific benefits.The details are enclosed in Annexure 1.
- Medical Insurance: In accordance with the Company's policy, you and your family (spouse & 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- 4. Location: Your initial place of work will be Bangalore. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
- Annual Leave: You will be entitled to twenty-four working days of leave per annum subject to prior approval by the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard.
- 6. E-mail ID & Contact Details: You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDsy e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

True Copy Attested

e Copy Allested

(Formerly known as Glow Networks Private Constead KALAYATHANKAL
CIN: U72900TN2000PT2-1561b, MCA, M.Sc, M. Phil, B.Ed

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate (Amenistic Chennac - 600058) Tamif Nadu, India Tel: 91 44 6632 2000; www.csscorp.com RINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.-679 531



True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL

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

Jyothi Engineering College Cheathership has 675 5.1



Confidential

September 03, 2018 Ms. Vindhuja M V 298, Muttathukattil Mana Panjal Post, Cheruthuruthy Via

Dear Vindhuja,

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 favorable background verification and reference check. You are requested to join us on or before September 03, 2018 on the following terms and conditions:
- 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.
- Your emoluments by way of Annual Cost to the Company is Rs. 204700/- per annum (Rupees Two lakh Four Thousand Seven Hundred 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. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, 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 un authorized 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.
- 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.

所計

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

Candidate Signature:



M.Tech, MCA, M.Sc., M.Phill E. Ed Ph.D. (Computer Science) 11, 23 to other

State Of Qatar **Residency Permit**



ID.No:

29535616062

D.O.B.:

05/04/1995

Expiry:

23/08/2019

الهند

Nationality:

Occupation:

INDIA

فني

الرقم الشخصى:

تاريخ الميلاد:

الصلاحية:

الجنسية



المهنة:

الاسم: ادايرتشى كيزاكيثيل فيشنو

Name: EDAYERINCHI KIZHAKETHIL VISHNU

Passport Number:

Passport Expiry:

Serial No:

Residency Type:

Employer:

مدير علم الإدارة العامة للجوازات General Director of the General Directorate of Passports

M2109684

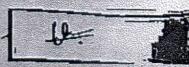
11/09/2024

30129535616062

عمل

شركه البيداء للخدمات الفنيه

توقيع حامل البطاقة Holder's signature





رقم جواز السفر:

تاريخ انتهاءالجواز:

السرقع المسلسل:

نوع الرخصة:

المستقدم:



True Copy Atteste

M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) भारत नणराज्य REPUBLIC OF INDIA ong with / Courtey Code anatare a / Passaport No. pr summ / Sumame IND M2109684 EDAYERINCHI KIZHAKETHIL विका राज्य भाग / Given Name(s) VISHNU trig arts. Nationality form / Gen or the law and to est Bloom INDIAN 05/04/1995 dive marky Place of Blints OTTAPALAM, KERALA own times an ours / Place of legum MALAPPURAM until ext all this / Date of request 12/09/2014 11/09/2024

P<INDEDAYERINCHI<KIZHAKETHIL<<VISHNU<<<<<<< M2109684<2IND9504051M2409113<<<<<<<0

#11581789114 TON BIT I'VE HARRING

gons warming and 4, pally godes and give wit finite on every / Old Pranapart Mo. with Onle and Prans of Melans

PIN: 679125, KERALA, INDIA

MUNDAMUKA, SHORANUR, PALAKKAD

EDAYERINCHIKIZHAKETHIL HOUSE GANESHGIRI PO

esting to enietd / wire the first to site

JAYASREE EDAYERINCHI KIZHAKETHIL

CHANDRAMOHAN ADIMAPARAMBIL

nethrap is god / series to emerit / whe no manufact / Legal Guardien

विकिल केशा/ MISCELLANEOUS SERVICE

चित्रमधी / GESERVATION

Woth Engh Chetrithninith

SL NO: (1)

Confidential

June 23, 2017 SI.No:SGS/2017/30339

Mr. Adarsh k.T Pulayam patt (H) Kottapadi P.O Thrissur

Dear Adarsh K.T.

Congratulations! We welcome you to the family of Sutherland.

- With reference to our discussions, we are pleased to appoint you as "Consultant". Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before June 23, 2017 on the following terms and conditions:
- 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 emoluments by way of Annual Cost to the Company is Rs. 198800/- per annum (Rupees One Lakh Ninety Eight Thousand Eight Hundred 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.
- 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. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, 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 un authorized 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.
- 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 Kumar Ganapathi Associate Vice President and Head of Talent Acquisition, India Candidate Signature:

STH FLOOR, MUTHOOT TECHNOPOLIS, PLOT NO.1, CSEZ, KAKKANAD, ERNAKULAM, COCHIN, RERALA, PIN: \$2007

REGD. OFF: 45A, VELACHERY MAIN ROAD, VELAGHERY, CHENNAL - 600 642

Dr. SUNNY JOSEPH KALAYATHANKAL



Ref: Applicant No.: JEC

Date: 19/12/2016

Dear ADARSH · K.T.

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 M.Tec

Dr. SUNNY JOSEPH KALAYATHANKAL

- RINO C

M.Tech, MCA, M.Sc, M.Phil, BCandidate Acceptance

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

REGD. OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAI - 600 042 PHONE: +91-44-4391 7884 CIN # U72200TN2000PTC045578 Date: March 13, 2018

Mr. Akash Simon So Mr. K. A. Simon 153 - E. Pocket A - 2, Mayur Vihar, Phase 3, East Delhi, Delhi - 110096

Dear Mr. Simon.

This has reference to your application and subsequent interview held with us, we are pleased to inform you that it has been decided to take you as "Graduate Engineer Trainee" in our Company on the

SLNO: (4)

TERMS AND CONDITIONS:

- 1. That you will be a Graduate Engineer Trainee in Production (Electrical) department under the Head - Production (Electrical) or any other person deputed by the management to impart training to you and you will learn the work in accordance with the directions given to you from time to time by the person under whom you are getting training. Your place of posting at present
- 2. That you will be paid stipend of 15,000/- p.m. As a trainee, you will not be entitled to any other benetits privileges or rights available to regular employees of the company.
- 3. That you will be under training for a total period of One Year w.e.f. March 13, 2018 which will come to an automatic end on the expiry of the training period. If your progress and performance will not be found satisfactory the training period shall be liable to be extended or even dispensed. with during the initial or extended period of training purely at the discretion of the management.
- 4. Be it clearly understood and agreed that as a Trainee you will not have any lien or right on the regular jobs either during initial or extended period of training.
- That during the period of training, you will be liable to undergo & pass successfully, any test theoretical and practical, at any point of I in time, during the training period or at the completion
- 6 That your training will be subject to your being found medically, physically and mentally fit.
- 7. That this appointment is further subject of the verification of the particulars given by you on your application form. In case any particular/s given by you are found false or incorrect, your training shall be discontinued without any notice.

8. That on completion of training company shall not be liable to provide you any regular employment.

Regd. Office: 1101, 11th Floor Arthur Brawan, 22, Kastuta Gandy Mary

Conceught Place, New Delhi - 110001 Tel. 011 23736873 Fax. 011 41516166 PAN No : AADCACTTSH

CIN No. : U221210L2001PLC159765 GSTIN, OSAACKCADZ75H1ZU

Dr. SUNNY JOSEPH KALANTHANKAL M. Tech, MCA, M.Sc. M. Phil B. F.

- That the management will expect you to learn your work in the department in which you are placed with high standard of discipline, initiative and efficiency.
- 10. That you will not give to anyone by words of mouth or otherwise, particulars or details of our manufacturing process, business tactics, technical knowhow or administrative and/or organizational matters, whether of confidential or secret nature that may become known to you for being associated with our company as a trainee.
- 11. That you may be liable to be transferred to any unit/branch, section, department of the establishment as existing at the time of transfer for the purpose of your training.
- Notwithstanding any of the clause of this letter, the management reserves the right to terminate your training without assigning any reason or without any notice during your training period.
- 13. Your training will be governed by rules & regulations/ policy as applicable.

This letter constitutes the contract of training and is being offered you in duplicate. If you accept the above terms and conditions, you are required to return other copy of this letter duly signed by you in token of your acceptance.

For Amar Ujala Publications Ltd.

(Sandeep Batra)

General Manager - HR

I have read, understood and accepted its terms and conditions!

(Akash Simon)

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

Conv Auesled

Welcome **AKASH SIMON** NO/2050



Balance Leave Details

EL

ML

CL

3.95

0

Account Details

Salary A/C

50100227858522

No.

PF A/C No. :

UAN A/C

No.

ESI A/C No. : 3011910077

Professional Details:

Name

: AKASH SIMON

Designation : Graduate Engineer Trainee

Sub

Department

Electrical

Employee

: NO/2050

Code

Unit Name

: AUPL_Noida_Org

Date Of

Joining

: 12 March 2018

E-Mail ID

: AKASHS@LKO.AMARUJALA.COM

Reporting

PAWAN PATHAK

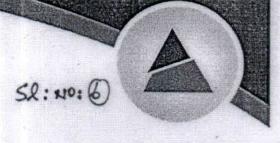
to

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

name2 name3 name4

Aztec Solutions

HUMAN & EDUCATION MANAGEMENT



Date: 22.5.2017

AZTEC/HR/2017/SDO/OL/01

Anand Rajan

Dear Mr. Anand Rajan.

Sub: Offer Letter

Greetings...

On the basis of the Interview held on 21.05.2017 at Cochin, it is pleasure of the board of Directors of Aztec Solutions to confirm our offer of employment to you as a Skill Development Officer in our Organization. You will be paid a consolidated monthly salary of Rs 10,000/-with free accommodation or an allowance which will not be exceeded than 2000/-during the probation period of three months. Your appointment procedures will be got finalized only after getting the ready to join mail from your end with the consensus to work anywhere in Kerala.

name1 name2 name3

Thanking you

Sincerely

PRAJEESH NV CHANDRAN

Chief Contracts 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.-6 Ground Floor, Neo Space, Kinfra Techno Industrial Park. Kakkanchery, Malappuram-673 634, Kerala, India

■ +91 9539 600021, 9539 600018 info@aztecsolutions.in
www.aztecsolutions.in



Ref No. 2018IND36025

Date: 09th Mar2018

Ms. Anjali Babu Kunjuveetil House, Jasmine Road, Anchery, Thrissur - 600006, Kerala, India.

Dear Anjali Babu,

We welcome you to join a progressive and winning team with a passion for technology and excellence. We are dedicated to providing opportunities, career advancement and development to our people and we are sure you will find your career with used challenging, learning and rewarding experience.

We are pleased to confirm our offer of employment to you as **Engineer Trainee - Technical Support** in our Organization under the following terms and conditions.

TERMS AND CONDITIONS :

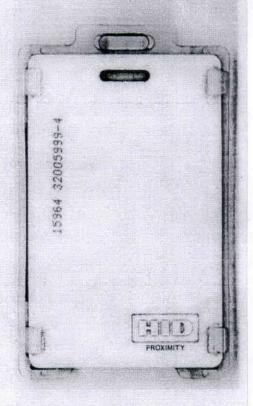
- Your Annual Guaranteed Compensation will be Rs.125724 (Rupees One Lakh Twenty Five Thousand Seven Hundred Twenty Four Only) and you are also entitled for a Allowance Compensation of Rs. 63600 (Rupees Sixty Three Thousand Six Hundred Only). The details of the above said components are enclosed in Annexure 1.
- 2 You are currently positioned as Grade JL1B in the organization which entitles you to specific benefits. The details are enclosed in Annexure 1.
- Medical Insurance: In accordance with the Company's policy, you and your family (spouse & 2 Children)
 will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- 4 Location: Your initial place of work will be Chennal. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
- Annual Leave : You will be entitled to twenty-four working days of leave per annum subject to prior
 approval by the Company. On your joining, kindly refer to the Company's leave policy for further details
 in this regard.
- 6. E-mail ID & Contact Details: You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

CSS Corp Private Limited
(formerly known as Glow Networks Private Limited)
CIN: U72900TN2000PTC115034

Regd Address: No. 32 A56, 6th Floor, Ambit IT Park, Industrial Estate, Ambitur, Chemia - 600058, Tamil Nado, India Tel. 91 44 6632 2000; www.csscorp.com

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





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

amazon Development Centre

03-Mar-2019

Dear Anjali S Employee ID: 102243401

This is with reference to your letter of resignation; we wish to inform you that your resignation has been accepted and you are relieved from the services of the company effective close of working hours on 31 Dec 2018.

We confirm that you have been working for Amazon Development Center India Pvt. Ltd., Chennai from 19 Jun 2017 till 31 Dec 2018 as a Full Time Employee, and your designation at the time of leaving the organization was ML DATA ASSOCIATE-I.

As regards settlement of your dues please contact the HR department on queries, if any.

We would like to take this opportunity to remind you of the clauses pertaining to confidentiality agreement signed by you at the time of joining, especially emphasizing on Section 4(b) (i) and (ii) of the confidentiality agreement which is as follows:

Section 4 (b): While employed by the Company and for a period of twelve (12) months after the Date of Termination, without regard to the reason, if any, such employment shall terminate, the Employee will not, directly or indirectly, and whether or not for compensation, either on his or her own behalf or as an employee, officer, agent, consultant, director, owner, partner, joint venturer, shareholder, investor, or in any other capacity:

- (i) induce or attempt to induce any employee, consultant, sales agent, supplier, customer or independent contractor of the Company to end his or her relationship with the Company, or
- (ii) employ, retain as a consultant or contractor, or cause to be so employed or retained, any employee (or former employee within twelve (12) months after the date such former employee ceases to be employed by the Company), consultant, sales agent, or independent contractor of the Company;

These clauses stipulate that you will adhere to the terms & conditions specified in the clauses even after the period of employment with Amazon.

"For any future correspondence, please write to employment verifications@amazon.com or call Toll Free 1800 3000 2058"

We at Amazon Development Center India Pvt. Ltd. wish you all the best in your future endeavors.

For Amazon Development Center India Pvt. Ltd.

Signature Not Verified

Shajesh B

Manager, Human Resource Services

Digitally simed by CENTRE INDIA PR

Dr. SUNNY JOSEPH KALAYATHANK M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths Date: 2019.03.0

LIMITED 2

IST

PRINCIPAL Jyothi Engineering College

REGISTERED GRANDE BOUNDING CONTROL Location: Bengaluru

True Copy Attested

Ref: Applicant No.: JEC

Date: 19/12/2016

Dear ANTO.P. K

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)

mmo

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, Bcandidate Acceptance

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

REGD. OFF: 45A, VELACHERY MAIN ROAD. VELACHERY. CHENNAI - 600 042 PHONE: +91-44-4391 7884 CIN # U72200TN2000PTC045578

True Conv Attested

Ref: Applicant No.: JEC

Date: 19/12/2016

Dear ATHIRA DASK.

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,

True Copy Attested

Sutherland Global Services

Authorized Signatory M.Tech, MCA, M

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.EdCandidate Acceptance

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

PRINCIPAL

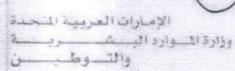
Jyothi Engineering College

Cheruthuruthy P.O. - 879 53 |

REGD. OFF : 45A, VELACHERY MAIN ROAD. VELACHERY. CHENNAI - 600 042

PHONE : +91-44-4391 7884 CIN # U72200TN2000PTC045578





ST188727130AE



St No: (13

عرض عمل لعقد غير محدد المدة

Job Offer for Unlimited Term Employment Contract असीमित अवधि के रोजगार अनुबंध हेतु कार्य प्रस्ताव

Job Offer No.: ST188727130AE नौकरी की पेशकश: ST188727130AE

رقم العرض: ST188727130AE

الله في يوم الاهد الموافق 24/12/2017 في دولة الاسار ال

It is on Sunday Corresponding to 24/12/2017 in UAE इसकी संयुक्त अरब अमीरात में Sunday के अनुरूप 24/12/2017 को की गयी है:

منشأة (الاسم): ايه دى سي لانظمة الطاقة (ش د م م

Establishment Name: A D C ENERGY SYSTEM LLC

प्रतिष्ठान का नाम

رقم المنشاء 603988

العنوال الإمارة: ديني

المنطقة : دبي

الشارع: القوز

الشكل القانوني: ذات مستولية محدودة

Establishment No: 603988

प्रतिष्रान की संख्याः

Special Number:

Legal Form: Limited Liability Company

कानुनी प्रपत्र

Address Emirate: Dubai

पताः अमीरातः

District: DUBAI

जिलाः

Street: AL QOUZ

सडकः

Land Line: 044457100

लैंड लाइनः

Mobile: 0589049491

मोबाइलः

P.O. Box No.: 125787

डाकघर बॉक्स संख्याः

Email: pro@adcenergysystems.com

र्डमेलः

Fax: 044447440

फैक्सः

الهاتف الأرضى: 044457100 الياتف المحمول: 0589049491

صندوق البريد: 125787

الفاكس: 044447440

الريد الالكتروش: pro@adcenergysystems.com

Dr. SUNNY JOSEPH KALAYATHANKAL

mr 90

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

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

Jyothi Engineering College

Cheruthuruthy P.O. - 679 53 |

24/12/2017 4:51PM

BELAL HUSSEIN AHMED AMER MOHAMED - MS201879214 - A D C ENERGY SYSTEM

LLC



الإمارات العربية المتحدة وبارة السوارد اليستسريسة والتسوطيسين

ST188727130AE

Represented by के द्वारा प्रतिनिधित्व

Name: IBRAHIM MOHSEN SLEIMAN

नाम

Passport No: RL2711891

पासपोर्ट संख्याः

Nationality: LEBANON

राष्ट्रीयताः

Title: SPONSAR

पदः

Address Emirate: Dubai

पताः अमीरातः

District: DUBAI

जिलाः

Street: AL QOUZ

सडकः

Land Line: 044457100

टेलीफोनः

Mobile: 0589049491

मोबाइलः

P.O. Box No.: 125787

डाकघर बॉक्स संख्याः

Email: pro@adcenergysystems.com

ईमेलः

Fax: 044457100

फेक्सः

ويعثلها

الاسم ايراهيم محسن سليمان

رقم الجواز: RL2711891

الجنسية: ليثان

الصفة عاك

العلوان الإمارة: ديي

المنطقة: دين

الشارع: القوز

الياتف الأرضى: 044457100

الهاتف المحمول: 0589049491

صندوق البريد: 125787

الريد الالكتروني: pro@adcenergysystems.com

الفاكس: 044457100

وَيُشَارُ إِلَى مَا ذُكُرُ فَي هَذَا البِّنَدُ (بالطرف الأول) في عرض العمل وظلحقه _

Hereinafter referred to as (The First Party) in this Job Offer and the Annex thereof. इसके आगे इस रोजगार अनुबंध और तत्संबंधी पूरक अंशका उल्लेख (प्रथम पक्ष) के रूप में किया जाएगा।

To hire:

को काम पर लगाने के लिए:

Mr./Ms : श्रीमान/सुश्री

Name: BENJOY JOY

नामः

Nationality: INDIA

राष्ट्रीयताः

muro

الاسم: بنجؤى جؤى

في تشغيل:

السيد :

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

الجنسية الهند

PRINCIPAL

PRINCIPAL

BELAL HUSSEIN AHMEDIAMER MOHAMED - MS201879214 - A D C ENERGY SYSTEM

Cheruthuruthy PO - 679 594

24/12/2017 4:51PM



Marine Ma

ST188727130AE

Passport No R1461971 पासपोर्ट संख्याः



رقم جواز السنر: R1461971

_ ويشار إلى ما تكر في هذا البند بالطرف الثاني او العامل أو الغاطة في عقد العمل ومُلحقة .

Hereinalier referred to as (The Second Party/ Worker) in this Job Offer and the Annex thereof. इसके आगे इस नौकरी की पेशकथ और तत्संबंधी पूरक अंशका उल्लेख (द्वितींय पंक्ष/कामगार) के रूप में किया जाएगा। ويُسْتَرُ إِلَى مَا أَرُ بِالطَّرِ فِينَ الْمُولِ فِينَ الْمُولِ فِينَ الْمُعْلِقِينَ الْمُولِ فِينَ المِسْتِينَ (إِلَّ وَ) مِمَا رِ بِالطَّرْ فِينَ الْمُؤْفِقَانَ) فِي عَرَضَ العمل وَلِلْحِنْهِ.

Both the First Party and the Second Party are hereinafter referred to us (The Parties' Both Parties) in this Job Offer and Annex thereof.

इस नौकरी की पेशकश और अनुलग्नक तत्संबंधी पूरक अंशका प्रथम पक्ष और द्वितीय पक्ष में उल्लेख (तृतीय पक्ष दोनों पक्ष) के रूप में किया जाएगा

تعهيد

حيث أبدى الطرف الأول رغبته في التعاقد مع الطرف الثاني لتشغيله لدية (أو لديها) في العمل الموضح أبناه، لذا قام (أو قامت) بتقديم هذا العرض إليه (أو اليها) متضمنا الاتي:

Preamble

Whereas the First Party desires to contract with the Second Party to employ the latter to carry out the below-mentioned job, the First Party has granted the Second Party this Job Offer including the following terms:

प्रस्तावना

चूँकि प्रथम पक्ष नीचे उल्लिखित कार्य में द्वितीय पक्ष को नियुक्त करने के लिए द्वितीय पक्ष के साथ अनुबंध करने की इच्छा रखता है . तिहाज़ा प्रथम पक्ष ने निम्नलिखित शर्तों को शामिल करते हुए द्वितीय पक्ष को इस कार्य की पेशकश दी है:

البند (الأول)

يلتزم الطرف الثاني بان يعمل لدى الطرف الأول بـ مهنة / وظَلِيقةٌ كاتبُ إباري/ عام، بدولة الاطارات العربية العكشة في إمارة : دبي Eirst Article

The Second Party shall work for the First Party in the job/profession of OFFICE CLERKS GENERAL within the UAE. (Emirate Name; Dubai).

प्रथम अनुच्छेद

द्वितीय पक्ष यूएई, (Dubai) के भीतर OFFICE CLERKS GENERAL के कार्य/पेश में प्रथम पक्ष के लिए कार्य करेगा।

أستعالية الناسستان على حال المراث من قال بغويتها الطوف ألك الدولة تستؤمكم براتخ حماء وممرتاه مخ تعط وحضعه الأكار والخارال الدولة



الإسارات العربية المنحدة المنحدة المنحدة المناوارد المناوارد المناوارد المناوط المناوط المناوال المنا

ST188727130AE



The First Party shall pay the wage and the Second Party shall receive the wage according to the regulations determined by MOL.

अनुच्छेद

दोनों पक्ष इस बात पर सहमत हैं कि द्वितीय पक्ष प्रथम पक्ष के लिए Monthly Wage of 3000 AED (Three thousand) इस प्रकार की मजदूरी में शामिल होगाः

AED 1500(One thousand five hundred) की धनराशि पर मूल वेतन भत्तेः

इन भत्तों में बिना सीमा के शामिल होगाः

आवास भत्ताः AED 1350(One thousand three hundred fifty)

परिवहन भत्ताः AED 150(One hundred fifty)

अन्य भत्तेः

एमओएल के द्वारा निर्धारित विनियमों के अनुसार प्रथम पक्ष मजदूरी का भुगतान करेगा और द्वितीय पक्ष मजदूरी को प्राप्त करेगा। (البند (السادس)

علاقة العمل، التي ينظمها العند الذي يُبرم بناء على هذا العرض، علاقة تعقدية رضائية، ولا يُلزم أي طرف من الطرفين باستمرار تعاقده مع الطرف الأخر بغير ارائقه، على أن يتحمل الطرف الذي يُنهى العلاقة بارادته المنفردة كافة التبعات القانونية المترتبة على ذلك وفقاً لما هو محدد بظلحق هذا العرض ووفقاً لابة أحلمة قانونية أخرى سارية بالوزارة، وتنتهى علاقة العمل بين الطرفين إذا توافرت حالة من الحالات المنصوص عليها في البند (2) من ينود مُلحق هذا العرض.

Sixth Article

The labour relation governed by the Contract executed under this Job Offer, shall be a contractual, consensual relationship. Neither Party shall be obliged to continue such contractual labour relationship with the other Party without its consent, provided that the Party terminating the Contract at its sole discretion shall bear all legal consequences resulting therefrom as stipulated in the Annex enclosed herewith and according to any MOL Applicable Laws. The labour relationship between both Parties shall end if any of the events set forth in Article (2) of the Annex enclosed herewith occurs.

छठवाँ अनुच्छेद

इस पेशकश के तहत निष्पादित अनुबंध द्वारा नियंत्रित श्रम संबंध, संविदात्मक, सहमित-जन्य होगा। कोई भी पक्ष दूसरे पक्ष के साथ उसकी सहमित के बिना इस प्रकार के संविदात्मक रिश्ते को जारी रखने के लिए बाध्य नहीं होगा, बशर्ते कि एकमात्र अपने विवेक पर अनुबंध को समाप्त करने वाला पक्ष वहाँ से उत्पन्न होने वाले समस्त कानूनी परिणामों को वहन करेगा, जैसा कि एमओएल के किसी लागू कानून के अनुसार और इसके साथ संलग्न पूरक अंश में निर्धारित किया गया है। दोनों पक्षों के बीच श्रम संबंध उस दशा में खत्म हो जाएंगे जबिक इसके साथ संलग्न पूरक अंश के अनुच्छेद (2) में वर्णित कोई भी मामला उपस्थित होता है।

البند (السابع)

يقر الطرف الأول بأنه اطلع الطرف الثاني تقصيلياً على كافة البنود الواردة في طحق هذا العرض (سبعة بنود) كما يقر بأن الطرف الثاني قام بقبول وتوقيع هذا العرض في دولة الاستقداء أو داخل الدولة

Seventh Article

The First Party acknowledges that it has informed the Second Party of all the articles stipulated in the Annex enclosed herewith (a number of 7 articles) and that the Second Party has accepted and signed this Offer in the State of Recruitment or within the UAE

सातवाँ अनुच्छेद

Runno



الإمارات العربية المتحدة المدينة والمارات السند والمارات المدينة والمتحددة والمتحددة

ST188727130AE



पहला पक्ष इस बात को स्वीकार करता है कि उसने इसके साथ संलग्न पूरक अंश में निर्धारित समस्त अनुच्छेदों (कुल ७ अनुच्छेद) से दूसरे पक्ष को अवगत करा दिया है और यह कि दूसरे पक्ष ने भर्ती के राज्य या यूएई के भीतर इस पेशकश को स्वीकार किया है और उस पर हस्ताक्षर किये हैं।

البند (الثامن)

يُقر الطرف الثاني بأنه اطلع تفصيليا على كافة البنود الواردة في مُلحق هذا العرض (سبعة بنود) وعلم بكافة ما تضمنته من أحكام، كما يقر بأنه قام بقبول و توقيع هذا العرض في دولة الاستقدام أو داخل الدولة

Eighth Article

The Second Party acknowledges that it has thoroughly reviewed all the articles stipulated in the Annex enclosed herewith (7 articles), and he is well aware of all contained provisions and that he has accepted and signed this Offer in the State of Recruitment or within the UAE

आठवाँ अनुच्छेद

दूसरा पक्ष इस बात को स्वीकार करता है कि उसने इसके साथ संलग्न पूरक अंश में निर्धारित अनुच्छेदों (7 अनुच्छेद) की पूरी तरह से समीक्षा कर ली है और उसमें निहित सभी प्रवधानों से भलीभाँति अवगत है और यह कि उसने भर्ती के राज्य या यूएई के भीतर इस पेशकश को स्वीकार किया है और उस पर हस्ताक्षर किये हैं।

البند (التاسع)

يْقُرُ الطَّرْفَانَ بَانَ كَافَّة بِنُودَ مُلْحَقَ هذا العرض جَرَّة لا يَتَجَرَّا منه ، ومُكمَّلَّة له تماماً ، ويلترَّمان بكل ما ورد فيها.

Ninth Article

Both Parties hereto acknowledge that all articles stipulated in the Annex enclosed with this Offer shall constitute an integral and complementary part thereof and shall be binding on both Parties.

नौवाँ अनुच्छेद

दोनों पक्ष स्वीकार करते हैं कि इसके साथ संलग्न पूरक अंश में निर्धारित अनुच्छेद उसके अभिन्न और पूरक हिस्से का अंग होंगे और दोनों पक्षों के लिए बाध्यकारी होंगे।

البند (العاشر)

يقر الطرفان بانه في حال رغبة أحد الطرفين في إنهاء العقد الذي يُبرم بناء على هذا العرض عليه أن يُنذر الطرف الآخر بذلك قبل الموعد المحدد للإنهاء (أشهر 1) ، مع استمرار علاقة العمل طوال هذه الفترة .

Tenth Article

Both Parties shall further acknowledge that in case either Party desires to terminate the Contract executed under this Offer, such Party shall notify the other Party of such desire within (1 Months) prior to the determined date of termination. Such period shall be similar for both Parties and the labour relation shall remain effective throughout such period.

दसवाँ अनुच्छेद

दोनों पक्ष यह भी स्वीकार करते हैं कि यदि कोई भी पक्ष इस प्रस्ताव के अंतर्गत निष्पादित अनुबंध को समाप्त करने का इच्छुक है, तो वह पक्ष नियत समाप्ति तिथि से (1 माह) पूर्व ही दूसरे पक्ष को अपनी यह इच्छा अधिसूचित करेगा। इस प्रकार की अविध दोनों पक्षों के लिए समान रहेगी और इस समूची अविध में श्रम संबंध प्रभावी बने रहेंगे।

اليند (الحادي عشر)

mun 6

BELAL HUSSEIN AHMED ANER WINYA LOSEPHS MAYATHANK ALENERGY SYSTEM
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)



الأصارات العرب النحدة وزارة النوارد البشسريسة والتوطيسي

ST188727130AE



اتفق الطرفان على إضافة الشروط الاتية :

إ - لا يحق للعامل بعد استقالته من الشركة

2 - العمل لدى شركة منافسة للنشاط داخل الدولة

إ - لعدة سنتين من تاريخ الالغاء حسب المادة

4 - 127 من قانون العمل عام 1980

ويجب - في هذه الحالة - أن لا تخالف الشروط الإصافية النظم القانونية السارية بالوزارة ، أو تخالف البنود الواردة في هذا العرض وملحقه ، وفي حالة إضافة هذه الشروط تتم إحالة العرض للجهة المختصة بعلاقات العمل بالوزارة لمراجعتها قبل إقرارها.

Eleventh Article

Both Parties have agreed to add the following conditions:

- 1- Second party is not allowed to work with competitive company
- 2- after resignation in uae
- 3- from date of cancellation for 2 years as
- 4- article 127 of labor law in 1980

In such case, the additional conditions shall not breach Applicable Laws, or the articles stipulated in this Job Offer or the Annex hereof. In case of adding such conditions, this Job Offer and the Annex hereof must be referred to the relevant labour relations authority within MOL for review and prior to approval thereof

ग्यारहवाँ अनुच्छेद

दोनों पक्षों ने निम्नलिखित शर्तों को जोड़ने पर सहमत जतायी है:

- 1 Second party is not allowed to work with competitive company
- 2- after resignation in uae
- 3- from date of cancellation for 2 years as
- 4 article 127 of labor law in 1980

इस तरह के मामले में अतिरिक्त शर्तें लागू कानूनों, या नौकरी इस पेशकश में निर्धारित अनुच्छेदों या तत्संबंधी पूरक अंश का उल्लंघन नहीं करेंगी। इस प्रकार की दशाओं को जोड़ने के मामले में नौकरी यह पेशकश और उसकी पूरक अंश का उल्लेख किया जाएगा। एमओएल के भीतर तत्संबंधी मंजूरी से पहले समीक्षा के लिए एमओएल के भीतर श्रम मामलों से संबंधित प्राधिकरण की।

24/12/2017 4:51PM BELAL HUSSEIN AHMED AMER MOHAMED - MS201879214 - A D C ENERGY SYSTEM LLC

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



الاسازات العربية المتحدة رارد السوارد البسد سريسة والتسوط بسن

ST188727130AE



البند الثاني عشر

غرر هذا العرف من ثلاث نسخ ، وتم توقيعه من الطرفين ، ويحتفظ كل منهما بنسخة ، والنسخة الثالثة يقوم الطرف الأول بتقديمها للوزارة كشرط للموافقة على الصدار تصريح العمل

Twelfth Article

This Job Offer has been made up of three counterparts duly signed by both parties. Each party shall receive and retain a copy thereof and the third one shall be submitted by the First Party to the MOL as a prerequisite for issuance of the work permit.

वारहवाँ अनुच्छेद

नौकरी की यह पेशकश दोनों पक्षों के द्वारा विधिवत हस्ताक्षरित तीन समकक्षों से मिलकर बनी है। प्रत्येक पक्ष इसकी एक प्रति को प्राप्त करेगा और उसे अपने पास बनाये रखेगा और तीसरी प्रति पहले पक्ष के द्वारा वर्क परिमट के निर्गमन की पूर्व शर्त के रूप में एमओएल के पास प्रस्तुत की जाएगी।

> توقيع الطرف الأول First Part's Signature पहले पक्ष का हस्ताक्षर

ابر اهيم محنن سلومان IBRAHIM MOHSEN SLEIMAN This document is signed electronically توقيع الطرف الثاني Second Party's Signature दूसरे पक्ष का हस्ताक्षर

> بنجزی جزی BENJOY JOY

Typing Electronic Pre Approval for Work Permit Application

24/12/2017 4:51PM

You can download the annexures from www.mohre.gov.ae mos

BELAL HUSSEIN AHMED AMER MOHAMED - MS201879214 - A D C ENERGY SYSTEM LLC

طباعة طلب اشعار الموافقة المنتنية لتصريح العمل ألى

www.mohre.gov.ae يمكنك تحميل الملاحق من

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

True Copy Attested

Ref : Applicant No. : JEC

Date: 19/12/2016

Dear RESTO GEORGE. V

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

Dr. SUNNY JOSEPH KALAYATHANKAL

armo

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

PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

True Copy Attested

REGD. OFF: 45A, VELACHERY MAIN ROAD. VELACHERY. CHENNAL - 600 042 PHONE: +91-44-4391 7884 CIN # U72200TN2000PTC045578



OFFER LETTER

Dear Ms. CHRISTIE ROSE T

Date: 10/6/2017

We are pleased to offer you the position of "Junior System Engineer" subject to the following terms and conditions:

- You will be under a probation of 5 months. During the probationary period your performace
 will be reviewed. The management will have the right to extend the probation and/or
 dismissing an employee during the probation period. Your probationary period counts
 towards your continuous service with the organization.
- Your starting salary will be Rs.10.000 which be will reviewed periodically as per the company policies.
- Your confirmation, increment and career progression will purely depend on your performance and merits. Company will provide you ample opportunities for career growth.
- 4. You are required to execute a bond in favour of the company assuring that you will work for the company for a minimum of two years.
- During your servicé, you will be governed by the rules and regulations of the company.
- If you agree to the above terms and conditions you are requested to sign and return the enclosed copy of this offer letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards success. We assure you of our support for your professional development and growth.

Yours faithfully,

For SupportSages

Vanisree Vasudevan

HR Executive

STORTS4CON CONTRACTOR CONTRACTOR

importSages Consultancy Services Pvt. Ltd. CIN. U72200FL2015PTC038350

erver Management I Wolfmed's Solutions I SEC/Marketing - Software Sofutions I Web Solutions I sed. Office: USHUS, Ambalam Unichira Road, Edapally PD, Kochi, Kerala, India.

Jorp. Office: Door #27/6050, Toll Jn. Pukkattupady Road, Edapally PD, Kochi, Kerala, India.

+91 999 5497 704 +91 484 4015 918 www.supportsages.com corporate@supportsages.com

anno

Private and Confidential

Mr. Dolvin Kavalakkat Vincent Kavalakkat House Cheranellur PO, Thrissur PIN 680501, Kerala India Contact# +91 8111844192 Email: dolvinvincent@gmail.com

3rd October 2018

Subject: Offer Letter Mr. Dolvin (Page 1 of 3)

Dear Mr. Dolvin,

We would like to take this opportunity to thank you for showing interest in Rofani Engineering LLC for employment. We are pleased to inform you that after careful consideration, Rofani Engineering LLC has decided to extend an offer of employment to you. Pursuant to your application and interview, we are pleased to offer you the position of Electro-Mechanical Technician based in Dubai, UAE. Should you accept this offer, as per company policy, you'll be eligible to receive the following beginning your hire date.

 Salary: Your initial annual salary will be AED. 30,000/- (AED thirty thousand only). The same are as follow:

Components	Monthly (AED)	Annual (AED)
Basic Salary	2,500	30,000

Company shall provide accommodation and transport.

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

P.O. Box 125166 Dubai U.A.E. Office: 9/Parputer_Science), RhiDithathagrotani.com
PRINCIPAL

Jyothi Engineering College

True Copy Attested



Subject: Offer Letter Mr. Dolvin (Page 2 of 3)

- You'll also be entitled for overtime wage as per applicable local laws of UAE and Company Policy. Within the training period overtime will not be considered, still it will be required by the trainer. You will need to attend the schedule as planned by the trainer and our company. The duration of the training varies depending on your abilities and internal schedule.
- · The Company will provide you with an economy class return airfare to your home Country annually, as per the company's policy.
- You will be entitled to 1 month annual leave (Including weekend & Holidays) on completion of 12 months of continuous service with the company as per the UAE labor Law.

In the learning process that will enable you to work as per our internal and client's procedures and regulations, Rofani Engineering LLC agrees to fully support and mentor you through your practical & theoretical trainings. In return you will meet the following conditions:

- 1. To commit the required time and effort required to complete the course and meet the responsibilities outlined by the training provider & In Turn Provide Training to Junior / subordinate.
- 2. To work at Rofani Engineering LLC site or as required as per the terms of the employment contract and internal Quality Management System. As part of our company policy all your original educational certificates will be retained by the company during your employment tenure.
- 3. To work at the best of your abilities at Rofani Engineering LLC for at least the duration of the contract after the completion of the course. The minimum duration of the contract, including the training period is of 4 years, which we will be able to prolong upon mutual agreement.
- 4. Regular Duty time (Excluding Lunch Break 30 min) is 8 Hours X 6 days a week on rotating shift Basis. Over Time to be worked as and when required.
- 5. Should you not complete the course, pass all the required steps or be able to meet any of the above conditions, you understand that you may be required to pay back the amounts covering the costs of the trainings.

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M. Phil, B.Ed

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

True Copy Attested P.O. Box 125166 Dubai t.A.L. Office: BAINS 18042 email: sushiLbanani a rotani.com



Subject: Offer Letter Mr. Dolvin (Page 3 of 3)

Also, please be informed that in accordance with the UAE Labor Law, the initial six (6) months of your employment will be considered as probationary period. The targets for assessing your performance will be mutually agreed upon, after you join. A detailed job description will be issued to you at the time of joining. After a successful complete of your probation period your basic salary will be increased to AED 3,000/month.

We are building an exciting and rewarding career for our employees and expect you to have a long association with us.

This offer is subject to:

- a) You're passing a medical examination as required by the company.
- b) The obtaining and maintaining of a work permit enabling you to work in the United Arab Emirates.
- The presentation of your original qualification and other specified documents for inspection by the relevant local authorities and
- d) all other terms and conditions that are in accordance with the U.A.E. Labor law

We at Rofani Engineering LLC hope that you'll accept this job offer and look forward to welcoming you aboard. Feel free to call us if you have questions or concerns (you can see the number from our contact box below and call us during normal business hours).

Yours truly,

For Rofani Engineering LLC.

Mr. Sushilkumar Banani

Managing Director

Acknowledgement & Acceptance:

I hereby accept the employment on financial / other terms as discussed and as mutually agreed upon.

Date of Joining:

Signature of Applicant:

Dr. SUNNY JOSEPH KALAYATHANKAL

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

True Conv Attested 25166 Dubai U.A.E. JyOthice PRIVESS 2012 email: sushil.banania rofani.com



HRD/RELVLTR/18-19/793172

June 13, 2018

Ms. Drisya B Krishnan Employee No. 793172

Dear Drisya,

With reference to your decision to resign from Infosys Limited ("Company" hereafter) and your resignation letter dated May 14, 2018, we are in acceptance of the same and you are relieved of your duties and responsibilities from the closing hours of May 14, 2018.

Your service record is as follows:

Name	Drisya B Krishnan
Last Role Designation	Systems Engineer Trainee
Last Role	Systems Engineer
Date of Joining	April 23, 2018
Date of Leaving	May 14, 2018

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!

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: LB5110KA1981PLC013115

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

F 91 80 2852 0362



HRD/3T/18-19/12359077

Ms. Drisya B Krishnan Candidate ID: 12359077 Sreeragam Kanhikulam Kerala PALAKKAD - 678596 India Ph: (91) 85478 84113

April 02, 2018

Dear Drisya,

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: 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 RICHARD LOBO Date: 2018.04.02 16:35:26 +05:30

Reason: Offer Letter Location: Bangalore

anno 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 Confidential - This communication is confidential between you and Infosys Limited

Page 1 of 8



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 250.

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.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

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.

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

REFINERY ENTRY PASS

SULZER INDIA PVT. LTD.

Mobile No. 9909974211

CW 30018193



Name: JOEL D DAVID

Trade: SAFETY SUPERVISOR

Age : 23

Work Area: SHUTDOWN

Dept: MECHANICAL

Validity: 31-12-2018

Issue Date: 19-11-2018

Authorised Signatory

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



MAXWELL ELECTRIC CORPORATION ELECTRICAL CONTRACTORS & ENGINEERS

Date: 310 July 2017

To Mr. Joyal Paul Punneliarambil (H) Thazhekad P.O Thrissur - 680697 Kerala.

Dear Mr. Joyal Baul

After reviewing your CV and the interview followed we are pleased to inform you that you have been selected to the position of Electrical Engineer in our organization. Your are requested to join from 10th July 2017. You will be paid a total amount of Rs. 15.000/- (Rupees Fifteen thousand only) towards monthly salary and other benefits as per the company policy. You are governed by the "services rules and regulations "of the company which are in force or may come in force from time to time. The company reserves the right to terminate your employment on grounds of absence from duty, non-performance, misconduct, traud, negligence, theft, wilful violation of the company rules, misappropriation, censure by court of law or as it may deem fit in the instant case and will not pay any notice pay.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- a. Photographs six passport size
- b. All educational certificates including mark sheets in full
- c. Passport / proof of address

We welcome you to our firm and wish you a very successful career with us.

With regards

Maxwell Eleptric Corporation

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 Cheruthuruthy P.O.- 679 531

True Copy Attested

November 16, 2017

Mr. JUSTIN PD Porathur House P.O Nelluvai

Dear Mr. Justin PD

After reviewing your CV and subsequent interaction you had with us, we are pleased to offer you a position of "Junior Site Engineer" as per employment terms as detailed below.

Remuneration

: You will be paid monthly salary of Qrs. 1,900/- (Qatari Riyals

One Thousand Nine Hundred only). Other benefits are as per company policy

Other Facilities

: Sharing accommodation will be provided by the Company including Electricity and water.

: You will be provided with an economy class air Ticket from Doha - Kochi- Doha Sector on first 24 months of continuous service

: Free medical treatment is provided by the state of Qatar and an additional accident cover is provided for the employee only. (Natural Death is not covered)

: You will be entitled to 21 days paid annual leave, the timing of which is subject to the mutual agreement with the General Manager.

: You will be entitled for gratuity as per the Qatar Labour Law

Employment Contract

: An official employment contract as per Qatar Labour Law must be Signed on joining. Your contract shall commence from the date of joining. The probation period will be 6 months and the same may be extended by another 3 months automatically unless confirmed otherwise in writing

True Copy Attested

Authorised dealer



Dr. SUNNY JOSEPH KALAYATHANKAL

FO74 44887936, Fax :+974 44833915 M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths)

P.O. Box: 18961 | Doha - Qalar into@lecqatar.com | www.cecqatar.com

PRINCIPAL Jyothi Engineering College



Period of Agreement

: Contract will be valid for a period of 2 years and is renewable for Further period subject to mutual consent.

Other Terms & Conditions:

During your engagement under this contract you shall obey the lawful orders given by the company or by any person duly authorized by the company, shall use your best endeavors to promote the interests of the company; shall devote your entire time and attention to your duties under this contract and shall not engage in any other employment or business whatsoever.

You shall regularly, promptly report to your General Manager regarding the performance of your duties and any matters of importance to the business or affairs of the company, which may come to your knowledge.

You shall abide by the laws of Qatar and respect the custom of its people.

This agreement and the employment contemplated thereby may be terminated by either party at any time without showing cause, provided the party wishing to terminate the arrangement shall give to the other party three month notice in writing. The company, however reserve its rights to terminate the employment by paying the employee salary in lieu of notice. If the employee resigns within one year, the airfare shall be payable by the employee.

This offer letter represents the entire agreement between you and Confident Engineering and Construction WLL and that no other verbal or written agreement, promises or representation will be binding upon Confident Engineering and Construction WLL

This offer is valid for next 10(Ten) business day.

We are looking forward to your joining our team at the earliest.

As a token of your acceptance of the above, kindly sing the same and return a copy to us.

For Confident Engineering and Construction WLL

Mohamad Sali Managing Partner Justin PD

True Copy Attested

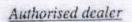
Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths)

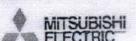
PRINCIPAL Jyothi Engineering College

Cheruthuruthy P.O.-679 531

:+974 44887936, Fax :+974 44833915 P.O. Box: 18961 | Doha - Qatar

into Procestar energy union consists a ser-





Confidential

June 23, 2017 SI.No:SGS/2017/30327 Ms. Karthika A.S Ambalassery (H) Udaya Nagar Ayyanthole P.O, 680003 Thrissur

Dear Karthika,

Congratulations! We welcome you to the family of Sutherland.

- 1. With reference to our discussions, we are pleased to appoint you as "Consultant". Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before. June 23, 2017 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 emoluments by way of Annual Cost to the Company is Rs. 198800/- per annum (Rupées One Lakh Ninety Eight Thousand Eight Hundred 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. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, 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.
- The company reserves the right to terminate your employment on grounds of un authorized absence from duty, nonperformance, 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 Kumar Ganapathi Associate Vice President and Head of Talent Acquisition, India Dr. SUNNY JOSEPH KALAYATHA GANALdate Signature: 201 Luka A

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

5TH FLOOR, MUTHOOT TECHNOPOLIS, PLOT NO.1, CSEZ, KAKKANAD, ERNAKULAM, COCHIN, KERALA, PIN: 42/037

True Copy Attested agd. OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAL - 600 042

Sl no: (30)

Ref: Applicant No.: JEC

Date: 19/12/2016

Dear KARTHIKA A.S.

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

Dr. SUNNY JOSEPH KALAYATHANKAL

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

Ph.D (Computer Science), Ph.D (MCandidate Acceptance

PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.-679 531



MAXWELL ELECTRIC CORPORATION ELECTRICAL CONTRACTORS & ENGINEERS

Date: 26th June 2017

To Kishore P Perumbilly House, Potta P.O. Chalakudy, Thrissur Kerata

Dear Kishore P.

After reviewing your CV and the interview followed we are pleased to inform you that you have been selected to the position of Electrical Engineer in our organization. You are requested to join from 3¹³ day of July 2017. You will be paid a total amount of Rs. 15,000/- (Rupees Fifteen thousand only) towards monthly salary and other benefits as per the company policy. 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. The company reserves the right to terminate your employment on grounds of absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules misappropriation censure by court of law or as it may deem fit in the instant case and will not pay any notice pay.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- a. Photographs six passport size.
- b. All educational certificates including mark sheets in full
- c. Passport / proof of address.

We welcome you to our firm and wish you a very successful career with us.

With regards

Maxwell Electric Corporation

Authorized Signatory

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

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

Jyothi Engineering College Cheruthuruthy P.O. 679 531

let FLOOR, MANAPURAM HOTEL, MARAR ROAD, THRISSUR - 1
Tel: 0487 - 3243180, E-mail: maxwellelectric@hotmail.com web www.maxwellelectric.net

Confidential

June 23, 2017 SI.No:SGS/2017/30329 Ms. Manasa Madhu 3B, Nakshathra Bluebells Kaniyampuram, Ottapalam Palakkad - 679104.

Dear Manasa.

Congratulations! We welcome you to the family of Sutherland.

- 1. With reference to our discussions, we are pleased to appoint you as "Consultant". Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before June 23, 2017 on the following terms and conditions:
- 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 emoluments by way of Annual Cost to the Company is Rs. 198800/- per annum (Rupees One Lakh Ninety Eight Thousand Eight Hundred only), the details of which are given in the annexure of the appointment letter.
- 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.
- 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. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, 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 un authorized 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 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 (Matha)

PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O. - 679 531

5TH FLOOR, MUTHOOT TECHNOPOLIS, PLOT NO.1, CSEZ, KAKKANAD, ERNAKULAM, COCHIN, KERALA, PIN: 682037

True Copy Attested, OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAI - 600 042

OUTHERTWIN

June 23, 2017 SI.No:SGS/2017/30329

- 10. You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.
- 11. Your appointment is subject to that your being found medically fit by a doctor nominated by the company and thereafter you will have to maintain a state of overall sound health in order to continue in the services of the company.
- 12. All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.
- 13. You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.
- 14. You will automatically retire from the services of the company on attaining the age of 58 years.
- Please bring the following original documents for verification with their photocopies, which would be retained for our records.
 - a. Photographs (Six passport size)
 - b. All educational certificates including mark sheets in full
 - c. Relieving Letter & Service Certificate (If employed previously)
 - d. Proof of Last drawn salary
 - e. Passport / Proof of Address
 - f. Form -16 along with earnings certificate for IT purpose
 - g. Blood Group with Medical Fitness Certificate
 - h. Two Reference Letters from person known to you
- 16. Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

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

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

Sincerely, For Sutherland Global Services Pvt. Ltd.,

Shiv Kumar Ganapathi

Shiv Kumar Ganapathi Associate Vice President and Head of Talent Acquisition, India I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Candidate Signature:

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

forme

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

Jyothi Engineering College Cheruthuruthy P.O.- 679 531



Ref: Applicant No.: JECC.

Dear Manasa Madhy

Date: 04/10/16.

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

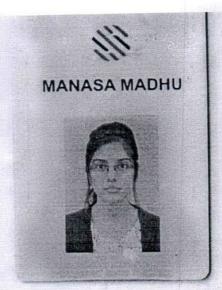
Dr. SUNNY JOSEPH KALAYATHANKAL

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

Authorized Signatory Ph.D (Computer Science), Ph.D (Math Candidate Acceptance PRINCIPAL

> Jyothi Engineering College Cheruthuruthy P.O.- 679 531

True Copy Attested OFF 45A, VELACHERY MAIN ROAD VELACHERY CHENNAL 600 012 PHONE: +91-44-4391 7884 CIN # U72200TN2000PTC045578



EMPLOYEE NO EMERGENCY NO

346813 9633858909

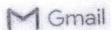
If this ID card is found unattended Please call toll free number 1800 123 7884

True Copy Attasted

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 Gmail - Offer Of Employment





Megha Haridas <megha,m.haridas@gmail.com>

Offer Of Employment

2 messages

Infosys Limited <offers@infosys.com>
To: "megha.m.haridas@gmail.com" <megha.m.haridas@gmail.com>

Mon, Apr 2, 2018 at 4:56 PM



Dear Megha M Haridas,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as Systems Engineer in Infosys. Please find attached the offer of employment with your confirmed date of joining. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

An elaborate communication on the Accommodation and other joining related formalities will follow. 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 simple average not less than what was specified while filling your online application form during the selection process.

Academic Eligibility Criteria For Joining

Point 1- Our offer to you as a Systems Engineer is conditional upon your having fully completed your graduation / postgraduation, without any active backlog papers and with a simple average not less than what was specified while filling your online application form during the selection process.

Point 2- All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc.,

Point 3- Should not have participated in our selection process more than once in a span of 9 months i.e there has to be a gap of 9 months between two consecutive selection process you attend with Infosys Ltd.

For any changes in your existing profile, please mail us at offer_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards, Team HRD Infosys Ltd.

Note

Infosys does not take payment from candidates for employment purposes nor do we authorize vendors to recruit Freshers on its behalf. Infosys will not be liable for any kind of loss or damage incurred as a result of your dealing with such entities. If you receive any suspicious or fraudulent offers, email us at Infyrec_support@infosys.com with 'Fraud' in the subject line.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

https://mail.google.com/mail/u/0/?ui=2&ik=6b671022a7&jsver=A8g5XIn1WA8.en;&view=pt&search=inbox&th=1628a356f3e4867c&siml=162861d0c1f3cfee&siml=162

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

5 attachments

12358541.pdf 276K

Information Sheet - Annexure IV.pdf

Instruction for Trainees - 3T.pdf

Non Compete Agreement - Annexure III.PDF

Service agreement for 3T Engineers.pdf

Megha Haridas <megha.m.haridas@gmail.com> To: Gracemary Anto <gracemarycanto@gmail.com> Tue, Apr 3, 2018 at 12:02 PM

[Quoted text hidden]

7 attachments



image001.jpg 65K



image001.jpg 65K

- 12358541.pdf 276K
- Information Sheet Annexure IV.pdf
- Instruction for Trainees 3T.pdf
- Non Compete Agreement Annexure III.PDF 15K

Service agreement for 3T Engineers.pdf 32K

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



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) upon allocation to a Practice Unit, to a maximum of 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 2018-19 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.

Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

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

PRINCIPAL

Jyothi Engineering College

Company Confidential - This communication with the Confidence of the Company Confidential - This communication with the Co

Page 3 of 8



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 250.

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.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

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.

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

True Copy Attested

Page 4 of Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL

Birth a bloman and the same and



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. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

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.

True Copy Attested

Company Confidential - This communication is confidential between you and Infossys Limited
DT. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths) PRINCIPAL



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: 23 - April , 2018

Sign your name

MEGHA. M. HARIDAS MYSORE

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

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

Infosys

ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR per month)		
NAME	Ms. Megha M Haridas		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY		6,420	
FIXED DEARNESS ALLOWANCE (FDA)		1,100	
	s to be used towards HRA, LTA, Medical vance, Transport Allowance and Miscellaneous	9,277	
BONUS / EX-GRATIA (95% of the el paid out on a monthly basis)	igible amount (20% of (Basic + FDA)) being	1,429	
PERSONAL ALLOWANCE		2,935	
MONTHLY GROSS SALARY		21,161	
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% after adjusting the advance (95%) paid	will be paid out in the end of the financial year 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)		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 Traince Agreement)	12,000	Nil	12	Nîl

*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.

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 PO - 670 524

Cheruthuruthy P.O. - 679 531
Company Confidential - This communication is confidential between you and infosts Limited.

Intosys

ANNEXURE- II (Compensation post Training)

	COMPENSATION DETAILS (All figures in INR per month)		
NAME	Ms. Megha M Haridas	Ms. Megha M Haridas	
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 Allowance, Children's Education Allo	is to be used towards HRA, LTA, Medica wance, Transport Allowance)	11,470	
BONUS / EX-GRATIA (95% of the opaid out on a monthly basis)	eligible amount (20% of (Basic + FDA))	peing 1,678	
MONTHLY GROSS SALARY		21,978	
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 59 after adjusting the advance (95%) paid	6 will be paid out in the end of the financi d out on a monthly basis)	al year 88	
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of (Basic + FDA)		1,060	
GRATUITY - 4.81% of (Basic + FDA	0)	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 payout of 5% of FGS)	of the incentive compone	ent at an indicative	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.



Company Confidential - This communication is confidential between you and Inforest Emilea



ANNEXURE - III

NON-COMPETE AGREEMENT

I, do hereby acknowledge and conf	firm the following:-
(1) I am accepting employment with Infosys Limited ("Infagree to the following terms herein, and acknowlemployment with Infosys Limited.	fosys"). Now, as per the presents below, I ledge that this is a material condition of my
(2) I am required, on behalf of Infosys, to provide services Infosys for whom I performed services as a Company employ #Customer#).	to, or solicit business from, various clients of yee (each such client hereinafter referred to as a
(3) In consideration of the above, I agree that for termination of my employment with Infosys for any re	a period of six (6) months following the ason, I will not:
 a. accept any Offer of Employment from any Customer capacity with that Customer in the twelve (12) months my employment with Infosys; 	, where I had worked in a professional immediately preceding the termination of
b. accept any Offer of Employment from a Named Consuch Named Competitor would involve me having to wowked in the twelve (12) months immediately preceding Infosys.	ork with a Customer with whom I had
For the purposes of this Non Compete Agreement, "Named and their wholly owned subsidiaries:-	Competitor" shall mean the following entities
i. Tata Consultancy Services Limited	
ii. Accenture Limited iii. International Business Machines Corporation	
iv. Cognizant Technology Solutions Corporation	
v. Wipro Limited	
Place:	Employee Signature:
Date:	Employee Name:
	Employee Name.
Acknowledged by 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 Cheruthuruthy P.O.- 679 531



OFFER LETTER

Dear Mr. NESVIN PAUL

10/6/2017

We are pleased to offer you the position of "Junior System Engineer" subject to the following terms and conditions:

- You will be under a probation of 5 months. During the probationary period your performace
 will be reviewed. The management will have the right to extend the probation and/or
 dismissing an employee during the probation period. Your probationary period counts
 towards your continuous service with the organization.
- Your starting salary will be Rs.10,000 which be will reviewed periodically as per the company
 policies.
- Your confirmation, increment and career progression will purely depend on your performance and merits. Company will provide you ample opportunities for career growth.
- You are required to execute a bond in favour of the company assuring that you will work for the company for a minimum of two years.
- 5. During your servicé, you will be governed by the rules and regulations of the company.
- If you agree to the above terms and conditions you are requested to sign and return the enclosed copy of this offer letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards success. We assure you of our support for your professional development and growth.

Yours faithfully,

For SupportSages

Vanisree Vasudevan

HR Executive

PORTSAGES NOCHI BEZ 024

supportSages Consultancy Services Pvt Lie CIN U72286Kt.20159TC038350
server Management (Muramed) & Sociations (SEC/Marketing) Software Sociations (Web Sciptions

legd. Office: USHUS, Ambalam Unichira Road, Edapally P.O., Kochi, Kerala, India. lorp. Office: Door #27/6050, Toll Jr., Pukkattupady Road, Edapally P.O., Kochi, Kerala, India +91 999 5497 704 +91 484 4015 918 www.supportsages.com corporate@supportsages.com

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

GLOBAL SERVICES

Confidential

June 23, 2017 SLNo:SGS/2017/303690 Ms. Nimitha R. Shenoy Sree (H) Nattinpuram Road, Medical College P.O Thrissur - 680596

Dear Nimitha,

Congratulations! We welcome you to the family of Sutherland.

- 1. With reference to our discussions, we are pleased to appoint you as "Consultant". Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before June 23, 2017 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 emoluments by way of Annual Cost to the Company is Rs. 198800/- per annum (Rupees One Lakh Ninety Eight Thousand Eight Hundred 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. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, 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.
- The company reserves the right to terminate your employment on grounds of un authorized absence from duty, nonperformance, 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 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

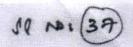
STH FLOOR, MOTHOCHT TECHNOPORIO PLOT NO. 15 (SEZ. KAKKANAD, ERNAKULAM, COCHIN, KERALA, PIN: 12037

REGD. OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAL-600 042

True Copy Attested

Candidate Signature:





Ref: Applicant No.: JEC

Date: 19/12/20/6

Dear NIMITHA . R.S.

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

Dr. SUNNY JOSEPH KALAYATHANKAL

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

Ph.D (Computer Science), Ph. Cándidate Acceptance
PRINCIPAL

Jyothi Engineering College Cheruthuruthy P.O.-679 531

True Copy Attested

Authorized Signatory

Al no: (38)



MAXWELL ELECTRIC CORPORATION ELECTRICAL CONTRACTORS & ENGINEERS

Date: 10th July 2017

To Mr. Paulson M.J. Mckkattii(H) Flanad P.O. Thrissur - 680586 Kerala.

Dear Mr. Paulson M.J.

After reviewing your CV and the interview followed we are pleased a fallowing you that you have been selected to the position of Electrical Engineer in our organization. You are requested to join from 17th day of July 2017. You will be paid a total amount of Rs. 15.000/- (Rupees Fifteen thousand only) towards monthly salary and other benefits as per the company policy. 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. The company reserves the right to terminate your employment on grounds of absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, censure by court of law or as it may deem fit in the instant case and will not pay any notice pay.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- a. Photographs six passport size.
- b. All educational certificates including mark sheets in full.
- c. Passport / proof of address.

We welcome you to our firm and wish you a very successful career with us.

With regards

Maxwell Electric Corporation

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 Cheruthuruthy P.O.-679 531

Tel: 0487 - 3243180. E-mail: maxwellelectric@hotmail.com web.www.maxwellelectric.net

Ref: Applicant No.: JEG

Date: 19/2/2016

Dear PHILIP . C

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,

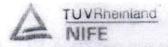
Sutherland Global Services

Authorized Signatory

Dr. SUNNY JOSEPH KALAYATHANKAL

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

PRINCIPAL Jyothi Engineering College Cheruthuruthy P.O.-679 531





TUV RHEINLAND NIFE ACADEMY PVT. LTD

TUVRNIFE/HR/OFR/89/2017

08.10.2017

To Mr. Renju Thomas, Adambukulam House, Ammadam P.O., Paralam, Thrissur – 680563.

OFFER LETTER

Dear Mr. Renju Thomas,

Subsequent to the interview you had with us we would like to offer you the post of Faculty. You will be positioned at Thrissur. Your Gross Salary will be Rs. 15000/- (Fifteen Thousand rupees only). PF. Gratuity and ESI will be there. You can join on 10.10.2017 at Admin Office, Kochi for 2 days training.

The address where you would be reporting would be as under:
TUV Rheinland NIFE Academy (P) Ltd., Chirakkekaran Tower, Kochappilly Road, Palarivattom Bye pass,
Palarivattom, Near Asianet Studio, Kochi, Kerala. Ph : 0484-2886300

Contact Person: Mrs. Sapna Shaiju (Chief Manager - HR) Ph: 9349303430

On the day of your joining you are requested to submit us relevant copies of Academic / Professional attainment and work experience, PAN Card copy, ID Proof copy, One Residence Proof and two passport size photographs. Reporting time will be 10am.

Accommodation and food will be provided by the company during the training period. You have to book to & fro tickets which will be reimbursed to you on the production of original tickets.(For Train Reservation, destination - Ernakulam Town / Ernakulam Junction)

Accommodation Address:

A V RESIDENCY, St. BENEDICT CROSS ROAD, Nr. NORTH RAILWAY STATION, ERNAKULAM Phone No. : 0484 – 2396223/33, 09846465543

Please send a signed copy of this letter as an acceptance of our offer. Call me for any clarification

Regards

43

Sapna Shaiju

Chief Manager-Human Resources
TUV Rheinland NIFE Academy Pvt. Ltd.
Chirakkekaran Tower, Kochappilly Road,
Bye Pass Junction, Palarivattom, Kochi
Ph- 0484 – 2886305, 9349303430
CIN U80301KA2013PTC072686

COCHIN-25 *

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

Hyk n Powering the Nation

Hykon India (P) Ltd.

Hykon House, Ikkandawarrier Road, Thrissur-1 Ph: 0487-2444163, 2444183 ho@hykonindia.com www.hykonindia.com CIN: U52599KL1996PTC012330

ніно/нк/108/17-18 19th July 2017

Ms. Rini Federic T Tharakan House P.O.Chiranellur Kechery Thrissur – 680501 Ph: 9497872913

Dear Ms.Rini,

Sub: Appointment Letter

Congratulations!!! Welcome to Hykon Group.

Further to the interview we had with you we are pleased to offer you an appointment in our Thalore branch as Trainee - QA w. e. f 19.07.2017

Your appointment in the Organisation will be on the following terms & conditions:-

- 1. You will be reporting to Asst.manager QA
- You may also be required to stay beyond working hours whenever required due to exigencies of work and whenever called by the Management.
- Your service will be under Training Period for initial 6 months from the date of joining and will be confirmed considering your performance
- 4. Your monthly remuneration would be as per Annexure I
- 5. Other Terms and Conditions are outlined in Annexure II

HYKON HOUSE THRISSUR-1

Please sign all the pages of this letter as well as all the annexure and mention your full name against all your signatures as a token of your acceptance.

Looking forward to long-term mutually beneficial professional association.

For and on behalf of the Management

I hereby accept all the above

Authorised Signatory

Signature Name:

Corporate Office: Hykon House, Ikkanda Warrier Road, Thrissur - 680 001. Ph: 0487-2444163, 2444183

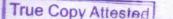
POWER ELECTRONICS . SOLAR ENERGY . INFORMATION TECHNOLOGY

UPS, Inverter, Power Supplies, Serve • Medical Transcription, Web Designing, Software • Lighting, Pumping Systems, Battery Chargers Br. Trichur • Kochi • Trivandrum • Kozhikode • Kannur • Kottayam • Chennai • Trichy • Coimbatore • Mangalore • Bangalore



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





Infosys



Sreethy S 792592

Infosys

Infosys Limited

Electronics City, Hosar Road, Bengalum \$60100 Phone No. -91 80 28520261

Employee Name

Sreethy S

Employee Number

792592

Emergency Contact Number

8078535156

2×516558-E 33201014908-





this card to the property of Intoxya I model. The card recapes perceived by the peditions supported by Intoxya I mitted. I mainly reed use of the card is probabiled. If formal please

SSPTO GING

Dr. SUNNY JOSEPH KALAYATHANKAL
M.Tech, MCA, M.Sc, M.Phil, B.Ed
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/3T/18-19/12332989

Ms. Sreethy S Candidate ID: 12332989 Niyathi, Near Darulssalam E.M.S, Karakurussi, Palakkad - 678595 Kerala India Ph: (91) 97479 47103

March 23, 2018

Dear Sreethy.

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: 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

amero

Jyothi Engineering College Cheruthuruthy P.O.-679 531



Ref: Applicant No. : JEC

Date: 19/12/2016

Dear VISHNU.

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

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. Candidate Acceptance

True Copy Attested

Authorized Signatory



Ref: Applicant No.: JEC

Date: 19/12/2016

Dear VISHNU PRASAD . 5

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

Dr. SUNNY JOSEPH KALAYATHANKAL

AWUL TO

M. Tech, MCA, M.Sc, M. Phil. Candidate Acceptance

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

True Copy Attested
REGD OFF: 45A, VELACHERY MAIN ROAD, VELACHERY, CHENNAI - 600 042 PHONE: +91-44-4391 7884 CIN # U72200TN2000PTC045578



HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 806, Siddhaith, 96 Nebru Place, New Delbi-110019, INDIA
www.hcliss.com

LETTER OF INTENT - HCL TSS TRAINING PROGRAM

Date: April 26, 2018

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID - HCL/TSS-BLR/0418/036

Vishnu Saseendran Plot No 18, Sacred Heart Road Tc Palya KR Puram, Bangalore- 560016

Dear Vishnu Saseendran,

HCL Training & Staffing Services Private Limited (HCL TSS/ Company), is pleased to offer you an admission into the 6 months Training Program commencing on May 16, 2018 at HCL TSS Bangalore Training Centre.

The 6 months training program comprises of 3 months of Class Room Training followed by 3 months of Professional Practice Term that involves job-readiness skills training. The above training duration excludes time for transition etc. as given in clause 11 Annexure I. You will be paid a total amount INR 15000 for the period of the Professional Practice Term as Out of Pocket Expenses.

Enrolment to the Training Program is subject to the terms and condition as laid down below:

- a) The program fee of INR 2,95,000/*- (Program fee Rs. 2,50,000 + Rs. 45,000 tax) needs to be deposited prior to the commencement of the training program, below is the break up for the same:
 - Initial fee for seat reservation is INR 59,000/- to be paid within 3 days of receiving the Offer of Admission.
 - Balance Fees of INR 2,36,000/- (inclusive of all currently applicable taxes), to be paid before the Batch Registration date
 - Payments to be deposited into the HCL TSS Axis Bank Branch Account
- 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 as defined in clause 3 of Annexure 1, the Company will offer you suitable employment with HCL Group, which for the purpose of this agreement shall include/HCL Technologies, with a starting CTC (Cost to Company) of INR 2.58 Lakhs per annum, comprising of salary and all benefits.

True Copy Attested

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

HCL



VISHNU SASEENDRAN 51747010 BLOOD GROUP: A+VE

If found please return/ c ill to
HCL Technologies _td.

ELCOT - Special Economic 2 one 602/3
Shokinganullur - Medavakkam High Road
Chennai - 600119
Tel: 044 - 61050000 / 61050001

-enung

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



November 16, 2017

Mr. DANY DANCIL Pulaviruthil House P.O Muttithady

Dear Mr. Dany Dancil

After reviewing your CV and subsequent interaction you had with us, we are pleased to offer you a position of "Junior Site Engineer" as per employment terms as detailed below.

Remuneration

: You will be paid monthly salary of Qrs.1,900/- (Qatari Riyals One Thousand Nine Hundred only). Other benefits are as per company policy

Other Facilities

- : Sharing accommodation will be provided by the Company including Electricity and water.
- : You will be provided with an economy class air Ticket from Doha - Kochi- Doha Sector on first 24 months of continuous service
- : Free medical treatment is provided by the state of Qatar and an additional accident cover is provided for the employee only. (Natural Death is not covered)
- : You will be entitled to 21 days paid annual leave, the timing of which is subject to the mutual agreement with the General Manager.
- : You will be entitled for gratuity as per the Qatar Labour Law

Employment Contract

: An official employment contract as per Qatar Labour Law must be Signed on joining. Your contract shall commence from the date of joining. The probation period will be 6 months and the same may be extended by another 3 months automatically unless confirmed otherwise in writing

True Copy Attested

Authorised dealer





Period of Agreement

: Contract will be valid for a period of 2 years and is renewable for Further period subject to mutual consent.

Other Terms & Conditions:

During your engagement under this contract you shall obey the lawful orders given by the company or by any person duly authorized by the company; shall use your best endeavors to promote the interests of the company; shall devote your entire time and attention to your duties under this contract and shall not engage in any other employment or business whatsoever.

You shall regularly, promptly report to your General Manager regarding the performance of your duties and any matters of importance to the business or affairs of the company, which may come to your knowledge.

You shall abide by the laws of Qatar and respect the custom of its people.

This agreement and the employment contemplated thereby may be terminated by either party at any time without showing cause, provided the party wishing to terminate the arrangement shall give to the other party three month notice in writing. The company, however reserve its rights to terminate the employment by paying the employee salary in lieu of notice. If the employee resigns within one year, the airfare shall be payable by the employee.

This offer letter represents the entire agreement between you and Confident Engineering and Construction WI.I. and that no other verbal or written agreement, promises or representation will be binding upon Confident Engineering and Construction WLL

This offer is valid for next 10(Ten) business day.

We are looking forward to your joining our team at the earliest.

As a token of your acceptance of the above, kindly sing the same and return a copy to us.

For Confident Engineering and Construction WLL

Mohamad Sali Managing Partner Dany Dancil

True Copy Attested Authorised dealer



Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Rhil, B.Ed., 44887936, Fax :+974 44833915 Ph.D (Computer Science), Ph.D (Maths)

Jyothi Engineering College Cheruthuruthy P.O.-679 531

PRINCIPAL info@coccatar.com | www.cecqatar.com



November 16, 2017

Mr. JOFFY JOSEPH Alappadan House P.O Mulangunnathkavu

Dear Mr. Joffy Joseph

After reviewing your CV and subsequent interaction you had with us, we are pleased to offer you a position of "Junior Site Engineer" as per employment terms as detailed below.

Remuneration

 You will be paid monthly salary of Qrs.1,900/- (Qatari Riyals One Thousand Nine Hundred only).
 Other benefits are as per company policy

Other Facilities

- : Sharing accommodation will be provided by the Company including Electricity and water.
- : You will be provided with an economy class air Ticket from Doha – Kochi- Doha Sector on first 24 months of continuous service
- Free medical treatment is provided by the state of Qatar and an additional accident cover is provided for the employee only. (Natural Death is not covered)
- : You will be entitled to 21 days paid annual leave, the timing of which is subject to the mutual agreement with the General Manager.
- : You will be entitled for gratuity as per the Qatar Labour Law

Employment Contract

: An official employment contract as per Qatar Labour Law must be Signed on joining. Your contract shall commence from the date of joining. The probation period will be 6 months and the same may be extended by another 3 months automatically unless confirmed otherwise in writing

True Copy Attested

Authorised dealer

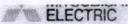


Fmer 1

Dr. SUNNY JOSEPH KALAYATHANKAL: +974 44887936, Fax: +974 44833915
M.Tech, MCA, M.Sc, M.Phil, B.Ed
Ph.D (Computer Science), Ph.D (Maths)
Info@cecqatar.com | www.secqatar.com
PRINCIPAL
Jyothi Engineering College



CONFIDENT ENGINEERING AND CONSTRUCTION W.L.L.



Period of Agreement

: Contract will be valid for a period of 2 years and is renewable for Further period subject to mutual consent.

Other Terms & Conditions:

During your engagement under this contract you shall obey the lawful orders given by the company or by any person duly authorized by the company; shall use your best endeavors to promote the interests of the company; shall devote your entire time and attention to your duties under this contract and shall not engage in any other employment or business whatsoever.

You shall regularly, promptly report to your General Manager regarding the performance of your duties and any matters of importance to the business or affairs of the company, which may come to your knowledge.

You shall abide by the laws of Qatar and respect the custom of its people.

This agreement and the employment contemplated thereby may be terminated by either party at any time without showing cause, provided the party wishing to terminate the arrangement shall give to the other party three month notice in writing. The company, however reserve its rights to terminate the employment by paying the employee salary in lieu of notice. If the employee resigns within one year, the airfare shall be payable by the employee.

This offer letter represents the entire agreement between you and Confident Engineering and Construction WLL and that no other verbal or written agreement, promises or representation will be binding upon Confident Engineering and Construction WLL

This offer is valid for next 10(Ten) business day.

We are looking forward to your joining our team at the earliest.

As a token of your acceptance of the above, kindly sing the same and return a copy to us.

For Confident Engineering and Construction WLL

Mohamad Sali Managing Partner Joffy Joseph

True Copy Attested

Authorised dealer



Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Edel .+974 44887936, Fax :+974 44833915

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

PRINCIPAL Jyothi Engineering College

P.O. Box: 18961 | Doha - Qalar clora cocatali com i se secrangito

horuthuruthy DO

NAFFCO ELECTRO MECHANICAL CO. L.L.C.



AA246-AUH- 2018- 372 PRIVATE & CONFIDENTIAL

April 10, 2018

MR. SHANU K. BENNY India ABU DHABI

Employment Offer Letter

MR. SHANU K, BENNY

Reference to your application and interview, we are pleased to offer you employment as per the below terms and conditions:

1 . Position

Basic Salary

Mobile

Others

HRA

Transportation

JR. COMMISSIONING ENGINEER (AFTERSALES- AUH)

: AED. 1,500/-

AED 800/-

Provided by the company/-

Provided by the company/-

AED. 2,500/-

2 . Probation

: From the date of joining six (6) months probation in accordance with labour law. During this period both parties, the employee or the employer has the right to terminate without notice period

3 . Location

UAE

4 . Airticket

: After completion of every two (2) years of service you will be entitled for return ticket economy class (Abu Dhabi - Home Country - Abu Dhabi)

5 . Annual Leave

: 30 calendar days as per company policy.

6 . Contract Period

Two (2) years renewable by mutual agreement.

7 Medical

: As per company policy.

8 . Notice period after Probation : The employment contract can be terminated after probation by / either party giving one (1) month notice. However, one (1) month to be given by both parties in case of resignation or termination

9 . Commencement Date

To be agreed.

FPA PP/2414

Abu Dhabi Offico: R O Box: 4192, Abu Dhabi, United Arab Emirates, Telf +971 2 690 4555, Fax: +971 2 690 4666777 Head Quarter - Factory: P O Box: 262169 Dubai, Tel: +971 4815 1111, Fax +971 4815 1222

Email: dhabia@naffco.ae, Website: www.naffco.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

NAFFCO ELECTRO MECHANICAL CO. L.L.C. Fire Fighting & Safety Equipment Division



شركة تافكو للأنظمة الكهرو ميكانيكية ذ.م.م. قسم معدات وأنظمة الإطفاء والحصابة ،

AA246-AUH- 2018- 372 PRIVATE & CONFIDENTIAL

April 10, 2018

10 . Confidentiality

You will not give out to anyone by word of mouth or otherwise any information which related to our operation, sales and marketing, advertising, security arrangements, administration and organization matters pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

11 . Conduct

 We wish to emphasize the importance of your politeness behavior and dress as you will be representing the organization while on duty.

12 . Undertaking

In the event of your resignation with in the contract period from the date of joining, you undertake to bear all the recruitment expenses incurred.

13 . Non Competition

You shall not during the tenure time of the contract or for a period of 5 years after the expiry of the same, undertake or engage your self or any other person, firm or company with same or similar business operation and/or who are competitors to us in such an event you have to give us an amount of AED 500, 000/- as compensation.

14 . Gratuity and end of Service benefits As per Labor Law.

15 . Employment Visa

The contract of employment is subject to the company being able to obtain an employment visa and is governed by UAE Labor Law.

[Note: In case of Company providing Food catering and laundry service there will be deduction of 225 AED monthly

Please return a copy of this letter duly signed by you as an acknowledgment of acceptance of the terms and conditions offered.

Meanwhile we welcome you to our organization and wish you all the best in your career with us.

Yours sincerely,

Mr. Mahmoud Sulaiman HR & Admin Manager

I accept this offer with all the conditions.

(LPCB)

(Name & Signature

FP/2414

0000 7 cf 2

Abu Dhabi Office: P O Box: 4192, Abu Dhabi, United Arab Emirates, Tel: +971, 2 690 4555, Fax: +971 2 690 4666/777

Head Quarter - Factory: P O Box: 262169 Dubai, Tel: +971 4815 1111, Fax: +971 4815 1222

Email: dhabia@naffco.ae, Website: www.naffco.com

Romany

True Copy Attested

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

THINGH AL



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

Box 50

RAMTOCH

nd Floor Wing-A, Block-1, M/s. NSL SEZ (HYDERABAD)PVT.LTD. (SEZ Develor

Plot no-6, Sy No.-1, IDA, Uppal, Hyd-500 039.

Tel no: +91 -7675033399, +91 -40-65817732, +91-40-31927732,



Name : ABHINAV K.PRAKASH

Employee ID : P375

Employee Code: AVH

Blood Group : O+VE

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

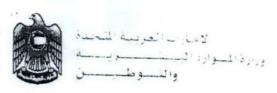
Jyothi Engineering College Cheruthuruthy P.O.-679 531

True Copy Attested

mployee Signature



UNITED ARAB EMIRATES MINISTRY OF HUMAN RESOURCES & EMIRATISATION



ST182675428AE



عرض عمل لعقد محدد العدة Job Offer for Limited Term Employment Contract

Job Offer No. : ST182675428AE

رقم العرض: ST182675428AE

انه في يوم الاربعاء الموافق 13/06/2018 في دولة الإمارات

It is on Wednesday Corresponding to 13/06/2018 in UAE

منشأة (الاسم): رامتك كونسلتنج

Establishment Name: RAMTECH CONSULTING

زقم المنشأة 747011

Legal Form: Individual

Establishment No: 747011

الشكل القانوني: فردية

Address Emirate: Dubai

العقوان الإمارة: لبي

District: BUR DUBAI

المنطقة: يربي

Street: TECOM

الشارع: تيكوم

Land Line: 042242262

Mobile: 0507615314

انهاتف الأرضى: 042242262

P.O. Box No.: 13334

الهاتف المحمول: 0507615314

Email: admin@keybusiness.ae

صندوق البريد: 13334

Fax: 042242270

البريد الالكتروني: admin@keybusiness.ae

الفاكس: 042242270

Represented by

ويمثلها

Name: AHMAD ESSA AHMAD ALASHRAM **ALFALASI**

الاسم: احمد عيسى احمد الاشرم الفلاسي

Passport No: H4JN37668

رقم الجواز: H4JN37668

Nationality: EMIRATES

الجنسية: الإمارات

Title: AGENT

الصفة : وكيل خدمات

Address Emirate: Dubai

العنوان الإمارة: دبي

District: DEIRA

المنطقة: ديرة

Street: AL KHABISI

Land Line: 042397779

الشارع: الخبيصي

الهاتف الأرضى: 042397779

Mobile: 0507615314

الهاتف المحمول: 0507615314

13/06/2018 10:38AM

NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR

INVESTEMNT LLC

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

PRINCIPAL

True Copy Attecta

ST182675428AE

P.O. Box No.: 13334

Email: ahmad@keybusiness.ae

Fax: 042397666

صندوق البريد: 13334

البريد الالكتروني : ahmad@keybusiness.ae

الفاكس: 042397666

ويُصْار إلى ما نُكر في هذا البند (بالطرف الأول) في عرض العمل ومُلحقه .

Hereinafter referred to as (The First Party) in this Job Offer and the Annex thereof.

To hire:

Mr./Ms:

Name: ABHINAV KONDRAPPASSERY PRAKASH

PRAKASHAN KONDRAPPASSERY RAGHAVAN

Nationality: INDIA

Passport No R0949408

الاسم: ابهيناف كوندراباسيري براكاش براكاشن كوندراباسيري راغافان

فى تشغيل:

رقم جواز السفر: R0949408

__ ويُشار إلى ما نُكر في هذا البند بالطرف الثانبي أو العامل / أو العاملة في عقد العمل ومُلحقه .

Hereinafter referred to as (The Second Party/ Worker) in this Job Offer and the Annex thereof.

ويُشار إلى ما نُكر في هنين البندين (1 و 2) معاً (بالطرفين / أو الطرفان) في عرض العمل ومُلحقه .

Both the First Party and the Second Party are hereinafter referred to as (The Parties/ Both Parties) in this Job Offer and Annex thereof.

حيث أبدى الطرف الأول رغبته في التعتمد مع الطرف الثاني لتشغيله لديه (أو لديها) في العمل الموضح أدناه ، أذا قام (أو قامت) بتقديم هذا العرض إليه (أو

Preamble

Whereas the First Party desires to contract with the Second Party to employ the latter to carry out the below-mentioned job, the First Party has granted the Second Party this Job Offer including the following terms:

(البند (الأول

يلتزم الطرف الثاني بأن يعمل لدى الطرف الأول بـ مهنة / أو وظيفة رمعام ميكاتيكي/ عام، بدولة الامارات العربية المتحدة في إمارة دبي (تحديد الامارة حقل

First Article

The Second Party shall work for the First Party in the job/profession of MECHANICAL DRAUGHTSMAN GENERAL within the UAE, (Dubai).

(البند (الثاني

يكون العقد الذي يبرم بناءً على هذا العرض محدد المدة بسنتين ، وتبدأ المدة من تاريخ دخول الطرف الثاني للدولة إذا كان مُستقدماً من خارجها ، ومن تاريخ تعديل وضعه إذا كان داخل الدولة.

Second Article

13/06/2018 10:38AM

NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR

INVESTEMNT LLC

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 ARAB EMIRALES MINISTRY OF HUMAN RESOURCES & EMIRAFISATION



ST182675428AE



The Contract to be executed under this Job Offer shall be with a limited term of two years commencing from the date of entering the State by the Second Party in case of being employed from abroad and as of the date of status amendment in case of being contracted with from inside the State.

(البند (الثالث

يعمل الطرف الثاني لدى الطرف الأول تحت التجربة ، وتكون مدة هذه التجربة (2 شهر) Third Article

The Second Party MAY work under a probation period of (2 month/s) to the First Party.

(البند (الرابع

تكون الراحة الأسبوعية للطرف الثاني لمدة يوم 1 ، ويلتزم الطرف الأول بتحديد هذه الأيام وإعلام الطرف الثاني بها من تاريخ بدء علاقة العمل. Fourth Article

The Second Party's weekly rest shall be I day(s). The First Party shall determine such day(s) and inform the Second Party thereof at the commencement date of the employment relationship.

اتنق الطرفان على أن يعمل الطرف الثاني لدى الطرف الأول مقابل: أجر شهري مقداره AED 3000 (ثلاثة الاف درهما) ويشمل هذا الأجر الأتي: الاجر الاساسي ومقداره : (الله وثلاثمانة و خمسون درهما) 1350AED

بدل سكن : (تسعمانة درهما) 900AED

بدل انتقال : (سبعمانة و خمسون درهما) 750AED

: أية بدلات أخرى

ويكون النزّام الطرف الأول بمداد الأجر ، وقيام الطرف النّاني باستلام هذا الأجر ، طبقاً للنظم القانونية التي تقررها الوزارة

Fifth Article

Both Parties agree that the Second Party shall work for the First Party in return for Monthly Wage of 3000 AED (Three thousand). Such wage shall include:

The Basic Salary at an amount of AED 1350(One thousand three hundred fifty)

These allowances should include without limitation:

Housing Allowance: AED 900(Nine hundred)

Transport Allowance: AED 750(Seven hundred fifty)

Other Allowances:

Dr. SUNNY JOSEPH KALAYATHANKAL

The First Party shall pay the wage and the Second Party shall receive the wage according to the regulations determined by

Jyothi Engineering College Cheruthuruthy P.O. - 679 531

علاقة العمل، الذي ينظمها العقد الذي يُبرم بناء على هذا العرض، علاقة تعاقدية رضانية، ولا يُلزم أي طرف من الطرفين باستعرار تعاقده مع الطرف الأخر بغير إرادته ، على أن يتحمل الطرف الذي يُنهى العلاقة بإرادته المنفردة كافة التَبعات القاتونية المنرتبة على ذلك وفقاً لما هو مُحدد بِمُلحق هذا العرض ووفقاً حير بر --- على ما يسمى ما يسمى المورد و المورد و المورد ا

(البند (السادس

3/06/2018 10:38AM

NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR INVESTEMNT LLC



UNITED ARAB EMIRATES MINISTRY OF HUMAN RESOURCES * & EMIRATISATION



الإمارات العربية المحدة وراره الموارد البهاسية المحدة وراره الموارد البهاسية المحدة والنهاء المحدة والمحددة وا

ST182675428AE

P.O. Box No.: 13334

Email: ahmad@keybusiness.ae

Fax: 042397666

صندوق البريد: 13334

البريد الإلكتروني : ahmad@keybusiness.ae

الناكس: 042397666

ويُشار إلى ما ذكر في هذا البند (بالطرف الأول) في عرض العمل ومُلحقه .

Hereinafter referred to as (The First Party) in this Job Offer and the Annex thereof.

To hire:

Mr./Ms:

Name: ABHINAV KONDRAPPASSERY PRAKASH PRAKASHAN KONDRAPPASSERY RAGHAVAN

Nationality: INDIA

Passport No R0949408

في تشغيل:

السيد :

الاسم : ابهیناف کوندراباسیری براکاش براکاشن کوتدراباسیری را غافان

الجنسية: الهند

رقم جواز السفر: R0949408

__ ويُشار إلى ما ذُكر في هذا البند بالطرف الثاني أو العامل / أو العاملة في عقد العمل ومُلحقه .

Hereinafter referred to as (The Second Party/ Worker) in this Job Offer and the Annex thereof.

ويُشار إلى ما ذُكر في هذين البندين (1 و 2) معاً (بالطرفين / أو الطرفان) في عرض العمل ومُلحقه .

Both the First Party and the Second Party are hereinafter referred to as (The Parties/ Both Parties) in this Job Offer and

تمهيد

حيث أبدى الطرف الأول رغبته في التعاقد مع الطرف الثاني لتشغيله لديه (أو لديها) في العمل الموضح أدناه ، لذا قام (أو قامت) بتقديم هذا العرض إليه (أو

Preamble

Whereas the First Party desires to contract with the Second Party to employ the latter to carry out the below-mentioned job, the First Party has granted the Second Party this Job Offer including the following terms:

(البند (الأول

يلتزم الطرف الثاني بأن يعمل لدى الطرف الأول بـ مهنة / أو وظيفة رسام ميكاليكي/ عام، بدولة الامارات العربية المتحدة في إمارة دبي (تحديد الامارة حقل اختياري)

First Article

The Second Party shall work for the First Party in the job/profession of MECHANICAL DRAUGHTSMAN GENERAL within the UAE, (Dubai).

(البند (الثاني

يكون العقد الذي يبرم بناءً على هذا العرض محدد المدة بسنتين ، وتبدأ المدة من تاريخ دخول الطرف الثاني للدولة إذا كان مُستقدماً من خارجها ، ومن تاريخ تعديل وضعه إذا كان داخل الدولة.

Second Article

13/06/2018 10:38AM NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR

INVESTEMNT LLC

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

UNITED ARAB EMIRATES MINISTRY OF HUMAN RESOURCES & EMIRATISATION



الأمارات العربية المحدة ورارة السوارد البسسسريسة والتسوط

ST182675428AE



لعرض.

Sixth Article

The labour relation governed by the Contract executed under this Job Offer, shall be a contractual, consensual relationship. Neither Party shall be obliged to continue such contractual labour relationship with the other Party without its consent, provided that the Party terminating the Contract at its sole discretion shall bear all legal consequences resulting therefrom as stipulated in the Annex enclosed herewith and according to any MOL Applicable Laws. The labour relationship between both Parties shall end if any of the events set forth in Article (2) of the Annex enclosed herewith occurs.

(البند (السابع

يقر الطرف الأول بأنه أطلع الطرف الثاني تفصيلياً على كافة البنود الواردة في مُلحق هذا العرض (سبعة بنود) كما يقر بأن الطرف الثاني قام بقبول وتوقيع هذا العرض في دولة الاستقدام أو داخل الدولة

Seventh Article

The First Party acknowledges that it has informed the Second Party of all the articles stipulated in the Annex enclosed herewith (a number of 7 articles) and that the Second Party has accepted and signed this Offer in the State of Recruitment or within the UAE.

(البند (الثامن

نِقر الطرف الثاني بأنه إطلع تفصيلياً على كافة البنود الواردة في مُلحق هذا العرض (سبعة بنود) وغلم بكافة ما تضمنته من أحكام، كما يقر بأنه قام بقبول و تقديم هذا العرض في دولة الاستقدام أو داخل الدولة.

Eighth Article

The Second Party acknowledges that it has thoroughly reviewed all the art cles stipulated in the Annex enclosed herewith (7 articles), and he is well aware of all contained provisions and that he has accepted and signed this Offer in the State of Recruitment or within the UAE.

(البند (التاسع

يُقرُ الطرفان بانُ كافة بنود مُلحق هذا العرض جزءٌ لا يتجزأ منه ، ومُكملة له تماماً ، ويلتزمان بكل ما ورد فيها ، كما يقران أنه في حال تُجديد العقد الذي يُيرم بناء على هذا العرض ، يكون لكل طرف إنهاء العقد في مرحلة التجديد بشرط إخطار الطرف الأخر بهذه الرغبة قبل الموعد المحدد للإنهاء (اشهر 1) وتستمر علاقة العمل طوال هذه الفترة ، مع سداد مقابل الإنهاء للطرف الأخر بما يساوي الأجر الإجمالي للعامل في (اشهر 1) .

Ninth Article

Both Parties acknowledge that the articles stipulated in the Annex enclosed herewith shall constitute an integral and complementary part thereof and shall be binding on both Parties. Both Parties shall further acknowledge that in case of renewing the Contract executed under this Offer, either Party may terminate the Contract during the renewed period, provided that such Party notifies the other Party of such desire within (1 Months) prior to the date of termination. The labour relation shall remain effective throughout such period along with paying the termination wage to the other Party at the value of the Worker's total wage in (1 Months).

(البند (العاشر

لاتوجد شروط اضافية

Tenth Article

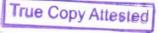
13/06/2018 10:38AM NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR

INVESTEMNT LLC

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

PRINCIPAL

Jyothi Engineering College





UNITED ARAS EMIRALES MINISTRY OF HUMAN RESOURCES & EMIRATISATION



ST182675428AE

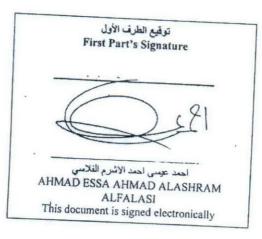


(البند (الحادي عشر

خرر هذا العرض من ثلاث نسخ ، وتم توقيعه من الطرفين ، ويحتفظ كل منهما بنسخة ، والنسخة الثالثة يقوم الطرف الأول بتقديمها للوزارة كشرط للموافقة على صدار تصريح العمل

Eleventh Article

This Job Offer has been made up of three counterparts duly signed by both parties. Each party shall receive and retain a copy thereof and the third one shall be submitted by the First Party to the MOL as a prerequisite for issuance of the work



توقيع الطزف الثاني Second Party's Signature

ابهيناف كوندر اباميري براكاش براكاشن كوندر اباسيري راغافان ABHINAV KONDRAPPASSERY PRAKASH PRAKASHAN KONDRAPPASSERY RAGHAVAN

Typing Electronic Pre Approval for Work Permit Application - Prepaid

13/06/2018 10:38AM

You can download the annexures from www.mohre.gov.ae

ضَاعة طلب اشعار الموافقة العبدنية لتصريح العمل ألى - المدفوع مسبقاً

NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR INVESTEMNT LLC

www.mohre.gov.ae يمكنك تحميل الملاحق من

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

4119

UNITED ARAB EMIRATES MINISTRY OF HUMAN RESOURCES & EMIRATISATION



الأمارات العربية المتحدة ورارة الميوارد البيسيويين والتيوارد البيسيويين

ST182675428AE



13/06/2018 10:38AM NOOR AHAMED ANEMKADAVIL HAMZA - MS201248109 - KEY BUSINESS GROUP FOR INVESTEMNT LLC

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



T V Sundram Iyengar & Sons Private Limited

CHN/AO/F19/8985

01 July 2018

Name

Mr. Akhilesh Dinesan,

Address

Perinjeri House, Puthur (Po),

Thrissur Dist - 680014

We are pleased to advise that you are appointed as Sales Consultant-I in RIPL SBU of our Thrissur Outlet with effect from 01 July 2018.

- You will be kept on Probation for a period of six months, initially, which may be extended for another six months.
- You will be paid Consolidated Salary of Rs.5,000 -, HRA & other allowances which are applicable to the Sales Consultant Grade - (SC 01) and other allowance Rs.2,150/- per month.
- The Management reserve their right to transfer you, due to expendes of a race from one place to another, or from one job to another, or from one Division to mother of the Company, or from this Company to another Company which is under the same Management or in whose running and administration the Management have indeest.
- 4. You will be poverned by the Leave Rules, Other Rules, Regulations, Orders, Circulats, Code of Conduct, etc. of the Company including those had may be enforced in future.
- You shall not engage yourself in any outside work over and above your kentimate work in the Company on duty days, on holidays or when you are on leave
- 6. You shall at all time during the period of your service, be prepared to carry out any orders or duties required of you, by your superiors even if it involves working beyond your hours of work.
- During the period of probation or on completion of the probationary period, your services are liable to be ended without assigning any reason and without payment of compensation.

Contd. 3

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

PRINCIPAL

dyothi Engineering College Checuthuruting P.O. 679 531

rue Copy Attested

Registered Office + TVS Building + 7-8 West Ves Street + Post Sca No. 21 - Madural 625 001

CIN # U34101TN1929PTC002973

450





AKSHAY SHANKAR U

Emp. Code: 14684

Location : Bangalore

Issuing Authority:

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

Cheruthuruthy P.O.-679 531

Factory - II:

SMC Corporation (India) Pvt. Ltd.

D - 107 to 112, Phase II Extn., Noida- 201 305, India,

: (0120) 4780222, Fax: (0120) 2568933, 2563111

E-mail: info@smcindia.in. www.smcin.com

Asish Johnson Sales Engineer Mob: +974-33204300



الله EQUIPMENT TRAVING & CONTRACTING CO. W.L.L. فركة التجهيزات للنمارة المقاولات دم م

Tel: +974 44352221 /44355738 Fax: +974 44352440

P.O. Box: 17860, Doha - Qatar. email: asish@etc.l.cha.com www.etcdoha.com

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



OCS Services (India) Pvt. Ltd. Div: Oil & Gas Manning



Name: Denzil James

Date of Birth: 30-Sap-1995

Nationality: Indian

Blood Group: B+

1D No: OCS0005640

Installation : WEST TELE TO

Valid Upto: 31-Mar-201

Como

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

FLUID CONTROL RESEARCH INSTITUTE PALAKKAD – 678 623

Phone: 2566119, 2566120, 2566206, 2566135, 2569009

Fax : 2566326

E-mail: fcri@fcriindia.com

Website: http://www.fcriindia.com

Kanjikode West

Palakkad - 678 623

Kerala

FCRI/P&A/APPT/GEA/17/

December 11, 2017

Sub: Engagement of Apprentice trainee under the Apprentice Act 1961

With reference to the interview you had with us, the Management is pleased to engage you as Graduate Engineering Apprentice (Mechanical) under the provisions of Apprentice Act and the Rules made thereunder, on the following terms and conditions.

- The apprenticeship training will be governed as per provisions of Apprentice Act and the Rules
 made there under as amended from time to time.
- You will execute a Contract of Apprenticeship as provided in the Act on the date you report for apprenticeship training and the terms and conditions of the said contract apprenticeship shall be binding upon you.
- 3. The apprenticeship training is for a period of one year from the date you report for training and it is meant for fresh hands who are not gainfully employed elsewhere or have not received training or job experience for a period of one year or more after passing the Examination in technical studies.
- During the period of training, you will be paid a stipend of Rs. 6500.00 per month.
- 5. During the period of apprenticeship training, you will be entitled for leave as provided under the provisions of Apprentice Act and the Rules made thereby.
- 6. There is no obligation on the part of the Management to provide you regular employment after the expiry of this period of apprenticeship. Request for extension of Apprenticeship will not be entertained.
- You will abide all the rules and regulation of the Institute regarding discipline, conduct, etc., whether expressed or implied and as may be prescribed from time to time.

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 observe the following working hours: 8.

Monday - Friday

: From 9.30 AM to 5 00 PM

Saturday

From 9.30 AM to 01 00 PM

If this offer is acceptable to you, please join us within one week, with all your relevant certificates in original and an attested copy of each in support of your age, qualifications, etc and a copy of your Passportsize Photo.

> DR. JACOB CHANDAPILLAI DIRECTOR

To Mr. Dinay. K.P. Karamanna (House) Paruthipara,

Shoranur P.O.

Palakkad 679 121, Kerala

Phone: 9446446574

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

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

PRIVATE I.T.I
WADAKKANCHERY ROAD
KUNNAMKULAM



FEZIN MATHEW M
INSTRUCTOR

Address MANDUMPAL HOUSE AYYAMPARAMBU

Ph : 9745898345

DOB: 07.09.1994

Bg : O+ve

PRINCIPAL

DI. 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

ENTITY



الخميس لـتجـارة المـعـدات ش.ذ.م.م. AL KHAMIS EQUIPMENT TRADING L.L.C.

P.O. Box: 234691, Dubal, United Arab Emirates. Tel: +971 4 2675252, Fax: +971 4 2675115 Email: info@alkhamis.ae, Web: www.alkhamis.ae

08th Aug 2018 Ref: AKET/OL/113/18

Mr. Garyson George Nationality: Indian

OFFER LETTER

Dear Mr. Garyson George,

Further to the discussion we had with you, we are pleased to offer you to work in our firm as **Marketing Manager**. Please find below the detailed offer letter for your consideration. If acceptable to our terms and conditions please sign and return to the undersigned.

Salary

Will be discussed.

Working days & Working hours

Leave benefits

Air Ticket

Medical Treatment

Additional Condition

····· or disoussed.

6 days a week – 9 hours As per U.A.E Labour laws

Allowance will be provided on annual leave.

Insurance Card will be provided.

You will not be provided release to any other

Firms within U.A.E during your period of

Contract.

Other terms and conditions as per U.A.E Labour Laws.

Yours faithfully,

FOR AL KHAMIS EQUIPMENT TRADING LLC.

· Mag

MANAGING DIRECTOR

True Copy Attested

Mr. GARYSON GEORGE

Sign

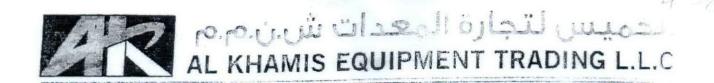
Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech, MCA, M.Sc, M.Phil, B.Ed

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

PRINCIPAL

Jyothi Engineering College

Cheruthuruthy P.O.- Scanned by CamScanner



Garyson George

Marketing Manager

P.O. Box: 234691, DUBAI, UAE

Tel: +971 4 267 5252

Fax: +971 4 267 5115

Mob: +971 55 674 7248

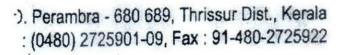
Mail: gary@alkhamis.ae

True Copy Attested

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

Jyothi Engineering College Cheruthuruthy P.O.-679 531

apollo apollo tyres LTD.



ID/ATTENDANCE CARD

Name: JAIK FRANCIS

Clock No : A 4603

Employee's Signature

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 P.O.- 679 531

apollo APOLLO TYRES LTD.

P.O. Perambra - 680 689, Thrissur Dist., Kerala 11: (0480) 2725901-09, Fax: 91-480-2725922

IDIATTENDANCE CARD

Name: JAISON ELIAS

Clock No: A 4:745

J-Stif

True Copy Atteste Imployee's Signature

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

> Jyothi E. Poring College Cheratheramy P.O. - 670 - 670

Issuing Authority





OFFER LETTER

Mr.

: JEFF MATHEW

: 07/02/2018

Phone #: 0563184941

Ref# : HR/FEB/01

Dear,

With reference to your recent interview with us and reviewing your application, We would like to offer you the position of PROCESS & MANUFACTURING ENGINEER The main terms and conditions of your employement are listed below, further information is available in the documents which accompany this letter.

Employmeent Contract	Unlimited
Expected Joining Date	01/03/2018
Work Location	ABU DHABI
Basic Salary	You will receive AED/ 2,400 per month ONLY Two Thousand Four Hundred Dirhams Salaries are reviewed yearly depending on your performance
Accomodation	You will receive AED/ 1,200 per month ONLY One Thousand Two Hundred Dirhams
Transportations	Will be provided with a company vehicle You will receive AED/ 400 per month ONLY Four Hundred Dirhams
Other Benefits	Petrol Mobile SIM Card
Other Allowances	You will receive AED/ per month ONLY
Remarks .	Tentative joining date After six month based on your performance, salary will be changed
Total Remuneration	You will receive AED / 4,000 per month

Tet.: 06-5344504 PO BOX: 28772 True Copy Attested

Styro Insulation Mat. Ind.

ndustrial Area - 11

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









OFFER LETTER

		Working Days						
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	
Every Day 8:00 AM Except Thursdays 8:00 AM	√	√	V	√	V	1		
		Working Hours						
	Every Da	у	8:00 A	М То	5:00 PM	Includes Lunch		
	М То	3:30 PM	Brea					
	Note : Yo	Note : Your work timing may change as per work's need						
Probation Period	3 - 6 (THREE - SIX) MONTHS							
Annual Leaves	30 CALENDER DAYS in each leave year.							
Bonus	You will be eligible to join the bonus scheme. The bonus is paid as per the Management discretion and is based on your effort and performance Note: Overtime is not applicable, and full bonus can only be paid if the company achieved its targets.							
Termination	After confirmation, You have to give THREE MONTHS written notice and STYRO will give only ONE MONTH for termination.							
Offer Validity	This offer is only valid for THREE DAYS from the above date. All other Labour and Employement regulations may apply based on the UAE Labour Law. You should sign our CODE OF CONDUCT after joining STYRO.							

Should you require any further details not contained in this offer pack, or you have any questions or comments.

Please contact HR Department on +971 6 513 9406

STYRO MANAGEMENT

True Copy Attested

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

PRINCIPAL

I Hereby agree to the above employment terms, and I voluntarily express my interest in joining this organization

T: 971 6 534 4504

Signature

Tel.: 06-5344304

PO BOX: 28272 SHARJAH, U.A.E.

Styro Insulation Mat. Ind. (L

Industrial Area - M. ATIONS M P.O.Box: 20272, Sharjan





Date

Job Description



Name	JEFF MATHEW		Date	06-02-2018	
Job Title	Process & Manufacturing E	ngineer	Department	Projects Department	
Direct Supervisor / Manager		Projects Manager			
Minimum Re	equired Educational Level	B.Sc. or Diploma in Ele	ctromechanical or Med	chanical Engineering	
Minimum Re	quired Experience Years			referably in similar industry	
Pre-Requisit Skills and Trainning	- Ability to think logically; - Good knowledge in mai - Excellent listening and communication with pure ability to work well in the ability to priorities y	ntenance procedures questioning skills roblem and explain the so n a team	olution		
Outie's and Responsibilitie	work flow, for EPS pro Duties and Responsibilit - Organizes, implement, - Develops working instrensure that they are folk - Improve &continually essavings - Investigates operations	ducts. ties: maintain and operate puctions, workmanship sowed wisting operation, for incomplete problems affecting properation requires data i.e. production reprocess and measure proper on DFX (design for exacturability the departments to determine the production to improve process and the produc	production machines standards and procest creased quality, production, reporting a red for product manufaports analysing, macrogress to target recommendation erformance excellence) to include mine estimated costs	uctivity, efficiency and cost and recommending solutions facturing. Chines capabilities, to as — i.e. new process	
	- Establishes a training ar - Performs other related to		time to time	pt.	

I hereby accept the above Job Description and I will do my best to perform my duties to the best of my ability.

Name / Tel.: 06-5344504

Signature PO BOX . 29272

MANAGEMENT

LINEMANAGER

Date :

HR pepartment

Dr. SUMNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

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

Jyothi Engineering College



OFFER LETTER

ME : JEFF MATHEW

Date 07/02/2018

Phone # : 056 (10494)

HATE HATELINE

Desire

With reference to your recent interview with as and reserving your application. We would like to offer you the position of PROCESSE MANORACTURING ESCAPER.

The main terms and conditions of your employement are listed below, further reference on a securiable in the documents which accompany this letter.

	and the constitution of the control
Employmeent Contract	Dallmited
Espected Journal Date	01/03/2018
Work Location	ABU DHABI
Tarle Solary	You will receive AED/ 2.400 per month ONLY Two Thousand Four Hundred Dirhams Salaries are reviewed on rived pending on your person passes.
Accomadation	You will receive AED/ 1 200 per month ONLY One Thousand Two Hoodred Dichams
Transportation	Will be provided with a company vehicle You will receive AED/ 400 per month ONLY Four Hundred Dictions
Green Benefits	Petrol Mobile V + Sty Card - V
hiser Allenances	You will receive AED/ per month DNLY
le carle	Tenantive justing sale
etsi Remuseration	You will receive ALD/ 4,000 Det moeth ONLY Fees Thousand Darkin's
Part Polylon Variation of the 1970 Control of the	

True Copy Attested

SEAN WALL TO LAND

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



Jerin Joseph John Technical Account Manager

India's Best Companies at To Work For 17
THE PRONOMIC TIMES

Hilti India Private Limited
'Sarayu' House No. 50/963 I Manimala Road
Edapally I Kochi - 682024
T +91 484 2335 523 I F +91 484 2335 543
M +91 9995 802 370 I Toli Free No. 1800 102 6400
jerin.jcomphjohn@hilti.com I www.hilti.in

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

mono

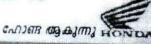
HONDA

musimened aniandiajaneaje



JIJO JOSEPH SPARE PARTS TRAINEE 7356011291

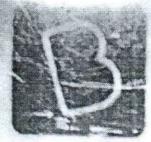
Blood Group: AB+ve



Srivari Honda HO: East Fort, THRISSUR Ph: 97 45 77 89 89

> / JOSEPH KALAYATHANKAI n, MCA, M.Sc, M.Phil, B.Ed nputer Science), Ph.D (Maths) PRINCIPAL

thi Engineering College uthuruthy P.O.- 679 531



BYJU'S The Learning App



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

> dyothi Engineering College Cheruthuruthy P.O.- 679 531

LINUS C LAWRANCE

EMP ID NO

BLOOD GROUP

EMERGENCY NO

TNL201803147

9744850576



Factory:198/68, Bharathiyar Street, Manal, Chennai, India, PIN 600088

Registered Office: Shop #7, Puthancovil Templa Building, Pettah, Trivandrum, India, PIN 695024



CIN: U29199KL2015PTC033453

Phone: +91 471 247 3323

Mobile: +91 8939933323, +91 9962326020

Email: sales@criamose.com www.criamose.com

Monday, 30 APRIL 2018

LETTER OF APPOINTMENT

Dear Mr. PAUL RAPHY.T,

Welcome to Criamos Engineering pvt. Ltd family.

We are pleased to offer you employment in the position of ENGINEER with CRIAMOS ENGINEERING PVT LTD - CHENNAI

We are eager to have you as part of our team. We foresee your potential skills as a valuable addition to our company and customers. Your appointment as Engineer will commence on 30 APRIL 2018. We expect you to excel in the work you do and put ideas in the table for continuous improvements in the existing system. The roles and responsibilities will be communicated to you in detail at the time of joining.

As a engineer , you will be entitled to a yearly remuneration of INR 132000 (One lakh thirty two thousand only) yearly which indicate CTC (Cost to Company).. Regular performance review will be conducted to assess your performance and suitability. You will be entitled to the allowances and benefits whatsoever decided by the management.

We certainly look forward in you to be part of our growth story in this financial year.

Wishing you a bright and prosperous career in our Organization.

Love

Sincerely,

K.S. Ramachandran,

Chief Operating Office

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



To: Mr. Ramakrishnan.C.P. Sreenivas (HO) Kottopadam(po) Mannarkkad, Kerala

From: Khaled Mohammad Elderbas.

Date: 18.09.2017

Pages: 1

Ref No: HR/727-2017

Dear Ramakrishnan C.P.

India.

Your recent application for the Assistant Nechanical Engineer has been reviewed and approved by the Human Resource Department. Your abilities and experience appear sultable to the needs of Newcliffe Company. P.O.Box 496, Salmiya 22005, Kuwait and we can offer you a position beginning immediately at the pay we have discussed.

At Newcliffe Company, every employee is an important member. All employees have the opportunity to rise according to their abilities.

Congratulations on your selection. If you choose to accept our offer, please send an email attached with the following documents to the Human Resource Department before 30th October 2017 for the VISA processing.

- 1. Passport Copy.
- 2. Educational Certificates Including the mark list.
- Driving License

Awaiting for Your favorable Reply,

Khaled Mohammad Elderbas HR Manager Newcliffe Company W.L.L.

0.80x 496, Salmiya 22005, Kuwait

ue Copy Attested

mob: +965-69088022

Dr. SUNNY JOSEPH 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



NO: 100, J1 TOWERS, CHENNAI -BANGALORE HIGHWAY, CHETTIPEDU VILLAGE, SRIPERMBADUR TALUK, KANCHEEPURAM -602 105

Ph: 044-6712 3609, E.MAIL: glantengg2012@gmail.com

www.qiantconstructions.com

APPOINTMENT LETTER

June 19, 2018

SANJU RAPPAI Chingath House, P.O Nadathara, Thrissur - 680751.

Appointment

Dear Sanju Rappai,

We have pleasure in appointing you as (Safety Engineer-Safety department) in our organization, effective (22.05.2018) on the following terms and conditions:

1. Placement & Compensation

You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A". Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Salary revision

Your salary will be reviewed on August 1st of each year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results. The rule will be applicable only completion of I vear.

3. Posting & Transfer

Your initial posting will be at "Safety Engineer". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

4. Probation:

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. Before completion of probation settlement Is not eligible.

> 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



NO: 100, J1 TOWERS, CHENNAI -BANGALORE HIGHWAY, CHETTIPEDU VILLAGE, SRIPERMBADUR TALUK, KANCHEEPURAM -602 105

Ph: 044-6712 3609, E.MAIL: glantengg2012@gmail.com

www.giantconstructions.com

5. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

6. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

10. Retirement

The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

11. Termination of employment

During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving two months (60 days) notice or salary in lieu thereof.

Dr. SUNNY JOSEPH KAŁAYATHANKAL M.Tech, M.CA, M.Sc, M.Phil, B.Ed

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

Jyothi Engineering College Cheruthuruthy P.O.- 679 531



NO: 100, J1 TOWERS, CHENNAI -BANGALORE HIGHWAY, CHETTIPEDU VILLAGE, SRIPERMBADUR TALUK,

KANCHEEPURAM -602 105

Ph: 044-6712 3609, E.MAIL: giantengg2012@gmail.com

www.qiantconstructions.com

ANNEXURE 'A': COMPENSATION DETAILS (Salary & applicable benefits)

Name

Sanju Rappai

:

Designation

Safety Engineer

Date of joining

22.05.2018

Location

Noida

a) Remuneration

Basic Salary

Rs. 14400 /- per month

House Rent Allowance

Rs.4800 /- per month

Conveyance Allowance

Rs.4800 /- per month

Special Allowance

Rs. /- per month(if any add)

b) Retirals

- i. You will participate in the Company Provident Fund Scheme as applicable to your category of employees.
- ii. You will be entitled to gratuity in accordance with the rules governing such payment.

c) Leave

You will be entitled to privilege, sick and casual leave as applicable to your category of employees.

It is expected that individual compensation package would not be shared with other

The above compensation structure is subject to change without affecting emoluments adversely.

ACCEPTANCE SINGNATURE

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



NO: 100, J1 TOWERS, CHENNAI -BANGALORE HIGHWAY, CHETTIPEDU VILLAGE, SRIPERMBADUR TALUK, KANCHEEPURAM -602 105

Ph: 044-6712 3609, E.MAIL: glantengg2012@gmail.com

www.giantconstructions.com

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.

12. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For GIANT ENGINEERING TO LTD

AUTHORIZED SIGNA CHANDRA SEKAR J

> 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

الشركة تعمية تفط عثمان Petroleum Development Öman



Dr. SUNNY JOSEPH AYATHANKA
M.Tech, MCA, M.S., M. Phil, B.Ed
Ph.D (Computer Science) Ph.D (Maths)
PRINCIPLE
Jyothi Engineering College
Cheruthuruthy F.D., 679 531

A 4696

فيشنو كريشنان

VISHNU KRISHNAN

الرقم المدني: Civil No: 113156763

الشركة: STST

تاريخ الإنتهاء Expiry Date: 21/12/2019

هذا التصريح غيرصالح لدخول ميناء الفحل THIS PASS IS NOT ALLOWED TO ENTER MAF

مقاول CONTRACTOR

True Conv Attested

شركة الخدمات الفنية الخاصة ش.م.م. Special Technical Services L.L.C.



Date: 14/11/2017

Ref: 17/0001516 / EML00000

Mr. VISHNU KRISHNAN

Sub: Employment Letter as "ASSISTANT QC INSPECTOR"

We are pleased to offer you the position of "ASSISTANT QC INSPECTOR" in our organization with the following terms and conditions:

Basic Salary : RO 200.000 per month

Fix Overtime : RO 100.000 per month for working excess of 45 hours

per week and during holidays

Food & Accommodation : Company provided

Transportation : Company provided

Other Facilities : Medical (excludes Dental & Optical) will be provided by

the company

ESB / Leave : No ESB / Leave will be paid at the end of this contract.

Air Ticket : Ticket will be provided by the company for joining &

repatriation

Contract Period : 6 months

If the above offer is acceptable to you, please sign the copy of this letter and return to us along with passport copies, 12 Nos. photographs and pre-employment medical (original) from one of the authorized medical center for Oman.

for Special Technical Services L.L.C.

IBRAHIM AL KHUSAIBI HR & Administration Manager

True Copy Attantal

ISO 9001
CERTIFIED
VINCOTTE









Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. SUNNY JOSEPH KALAYATHANKAL

Dr. M. Tech. McA. M. Sc. R. Ph.D. (Maths)

Dr. M. Tech. McA. M. Science)

Ph.D. (Computer Science)

Ph.D. (Computer Science)

Ph.D. (Computer Science)

Northi Engineering 679 531

Northi Engineering P.O. 679 531

Northi Engineering P.O. 679 531

Accepted

P.O. Box 307, Al-Harthy Complex, P.C. 118, Muscat, Sultanate of Omar T+ 968 24647100 | F+ 968 24697100 | Email: info@stsoman.com www.stsoman.com | CR No. 1101803





Mr. Swaroop M.P. Saroj, Gas Godown Road, Palappuram P.O, Ottapalam, Palakkad, Kerala Pin - 679103

Mob. No: 9809774720

Email id:- swaroop.1995@gmail.com/swaroopmp.1995@gmail.com

Date: 20.08.2017

OFFER LETTER

Dear Mr. Swaroop,

Ref: Post of GET Planning

Further to your job application and reference given to us, we are happy to extend an offer to you for the post of GET Planning at Offshore Infrastructures Ltd. Your consolidated emolument will be Rs. 1,95,000/- CTC Per Annum. You shall report at IOCL Baroda - 3176 Immediately.

All other terms and conditions/ benefits will be as per prevailing rules of the Company.

You are requested to sign and return the attached copy of this letter as a token of your acceptance and agreement. In case you require any clarification, please feel free to contact Mr. Santosh Singh from HR Dept.

HR

S.R. Srinivasan Vice President - Projects

Accepted: (Y/N)

True Copy Attested

Candidate's Signature:

CC: HR (File Copy)

Bonno

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

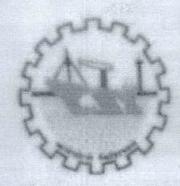
Jyothi Engineering College

22, Udyog Kshetra, Mulund Link Road, Mulund (W), Mumbai -400 080. India: 0. - 679 5317 T.: +91 22 66721000 F: +91 22 66721010 E: offshore22@gmail.com











True Copy Attested

JITHIN JAMES DE C

Dr. Series JOSEPH PALAYATHANKAL M. Tech. Inc.A. M. Sc. M. Phil. B. Ed Ph.D. (Computer Science), Ph.D. (Matris) CODE:88720 PRINCIPAL PRINCIPAL Jyothi Engineering College Cheruthuruthy P.O.- 679 531





Akshay Raj M

Emp. ID: ES1193

Location : Calicut

Regd. Off.: "EXOTICA", 4th Floor, B, New #51, Old #24, Venkatanarayana Road, T. Nagar, Chennai - 600017

Tel.: +91 44 4348 6500 Email: info@imagegrafix.in

www.imagegrafix.in

ue Copy Attested

honus

PH KALAYATHANKAL LSc. M.Phil, B.Ed lence), Ph.D (Maths) CIPAL

ering College P.O.-679 531



■ "Heavitree", 2nd Floor, Unit-C, New Door No.47, Spur Tank Road, Chetpet, Chennai – 600 031

■ info@imagegrafix.in ■ www.in

www.imagegrafix.in

■ Tel. +91 44 4348 6500 /4350 2738 ■ Fax +91 44 4350 2739



LETTER OF INTENT

01st October, 2018

Dear Mr. Akshay Raj M,

With reference to our discussions, we are pleased to offer you the position of **Graduate Engineering Trainee** with **ImageGrafix Engineering Services Pvt. Ltd** and you will be reporting to the **Senior Engineer - Piping** on the terms and conditions mutually discussed and agreed upon.

You will be posted at Chennai ('Heavitree', 2nd Floor, Unit-C, No.47, Spur Tank Road, Chetpet, Chennai – 600 031.) You are requested to report for duty on or before **03rd October**, **2018**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

On the day of your joining you are requested to submit the following:

- Copies of certificate & mark cards starting from Std.X to most recent degree required.
- Copies of certificate and relieving/experience letters from your previous employers
- 3. Copies of offer letter from previous employer.
- 4. Copy of salary certificate (last 3 months) from your previous employers
- 5. Four Passport size photograph.
- 6. Copy of ID proof and address proof.(Aadhar, Pan Card is mandatory)

If on verification, at the time of appointment or at a later date it is found that you furnished wrong information, then in such cases your services with the company will be liable to termination. Please sign duplicate of this offer letter as a token of your acceptance of the above terms.

We look forward to welcoming you as a part of the IGES team!

Yours Sincerely,

For ImageGrafix Engineering Services Pvt. Ltd

Syed Abdul Hakken

HR Executive

Branches @ 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. Con-

Dangalore : 907, "B" Wing, Mittal Tower, M.G. Road, Bangalore - 560 001 Tel : +91 80 4090 4730 / 31 | Tax: +91 80 4090 4732

Hyderabad : 6-3-1085/D,701,7th Floor,Dega Towers, Rajbhavan Road, Somajiguda, Hyderabad- 500082,AP. Yel : +91 40 4004 2738 [Fax: +91 40 4004 2739

Mumbal : 205 & 206, 2nd floor, Esquare, Subhash Road, Vile Parle (East), Mumbal-400 057. Tel: +91 22 26102773

Delhi : "8-213, 2nd Floor, Ansal Chamber-1, 3, Bhikaji Cama Place, New Delhi - 110 066 Tel. : +91-011-4101 7381

Vadodara : 1st Floor, 122, Siddharth Complex, R C Dutt Road, Alkapuri, Vadodara-390007 Gujarat. Tel: 0265-233552

Kolkata : Shree Krishna Chambers Room No: 8b, Block - B, 2nd Floor,78,bentick Street, Kolkata - 700001. WB. Tel.: 7550017390

Pune : A-602, 5th Floor, Megacenter, Pune-Solapur Road, Hadapsar - 411013. Tel.: +91-70459 13289

470.8

DESIONICS PROJECT (SIGNS (P)LTD. SALARY STATEMENT Monthly Break Up of Gross Salary - Jan'19

Total no. of days	31	Name	Jemin Johnson
No. of Leave availed	2	Dept	BIM
No. of days worked	29	Employee ID	DPD-81-081018
No. of Holidays	1	DOI	08.10.2018

Details	Monthly (₹)	Grand Totals (₹)
Gross Salary	15,000	
Basic plus Dearness Allowance	10,500	
House Rent Allowance	2,625	
Transportation Allowance	1,500	
Educational Allowance	375	
Gross salary after LOP		14,032
Less: Co. deductions		7
Hostel Rent	-	
TA	-	-
Gross salary after Ded.		14,032
Less : Statutory Deductions		
ESI (Gross*1.75%)	246	
P.F. (12% of Gross)	2,560	
TDS	-	
Professional Tax	100	2,905
Net Salary		11,127
Add: Overtime Wage	215.05	215.05
Salary Payable		11,342

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

472.1.12



Offer: Junior QA/QC Engineer Ref: DPC/DPC-A/APM-002

Date: 18/08/2017

Dear Sachin MP.

Sub: Letter of Offer

Thank you for exploring career opportunities with Mentrode Welding Electrodes. You have successfully completed our initial selection process and we are pleased to make you an offer.

Mentrode Welding Electrodes is happy to offer you the job role of Junior QA/QC Engineer. As discussed, your date of joining our organization will be 01/09/2017.

The starting salary is Rs. 1,20,000 per annum and is paid on a monthly basis. You will be on probation for a period of six months, and on the successful completion of the said period, there will be an appraisal, following which you will be eligible for a salary hike and other benefits as per your performance.

Your job would be based out of Palakkad, but may involve travel to various places for which the company will reimburse you the related travel, boarding and food expenses. Leave will not be sanctioned during the probation period except for emergencies.

If you choose to accept this job offer, please sign and send the hard copy of this letter and mail it at the earliest convenience.

Yours Sincerely,

For Mentrode Welding Electrodes,

Varun Menon COO

Ju.

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

Mattern E. Marsha (EU (S) mous Fee: +91 72 2587 4769 4091 7310 Fax +-1 , 3597 -5 Emais unconstitutions speci-Website was writer as con-



472.1.00

Date: 13 March 2018

Ref No: - SEC/RIL-VA- JAM/App/MAR/2017-18/94

To

Mr Akshaykumar K T Mobile 9526554315

Subject: Appointment for the Project duration at Jamnagar RIL site

Dear Mr. Akshaykumar K T

We have received a work order from one of our clients awarding us the job of deployment of resources for a specific period for its Shutdown Job at Reliance Industries Ltd. Unit of Reliance Jamnagar SEZ

With reference to your application and subsequent interview you had with us for our client M/s Reliance Industries Ltd at Jamnagar for the position of a "Vessel Attendant" we are pleased to offer you a Job on contract basis as per the Terms and Conditions mentioned below

- As discussed and explained to you personally during the course of your interview with our client, this is purely a contract assignment and will automatically cease on expiry of contract period or completion ! termination of our contract by our client, whichever is earlier
- Your remuneration will be as per details mentioned below

Salary Offered	Rs 450/- Day Worked in the plant
Food	Free Breakfast / Lunch / Dinner will be Provided by the Company OR an Allowance of Rs 125/- per day
Duration of Project	Short Term / Shutdown
Accommodation	Free Shared Accommodation will be Provided
Transportation	Free Shared Transportation will be Provided
Incentive	Rs 50/- Day Worked subject to 90% Attendance till the Shutdown project is completed
TOTAL PROPERTY OF THE PARTY OF	

- You will be covered under the Employees Provident Fund Act 1982 You shall be covered under Workmen Compensation policy on basic pay
- 4 At the time of de-mobilization / leaving the job, you will obtain site clearance certificate stating No Dues are pending against you and submit to us before final payment of your dues

You will return all the PPE/IFR & Other items provided by company before leaving. If you do not return PPE/IFR an amount of Rs 5000 will be deducted from your salary

You may be transferred to any of plant based on work requirements dequal to carry out other will be considered as misconduct

Jamnagar

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL M. Tech MCA M. Sc, M. Phil, B.Ed

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

Jyothi Engineering College Cheruthuruthy PO

BETSON JOSE Marketing Manager

BRANDST*R

King Faisal St. (West), P. O. Box 977, Al-Jubail 31951, Kingdom of Saudi Arabia

+91 7907 044 569

Dr. SUNNY JOSEPH KALAYATHANKAL

M.Tech, MCA, M.Sc, M.Phil, B.Ed betsonattokaran@gmail.@ompr Science), Ph.D (Maths)

Jyothi Engineering College Cheruthuruthy P.O.- 679 531

4519.1125



True Copy Attested

https://mail.google.com/mail/u/0/?tab=wm#inbox/KtbxLvgpqDGkkkjRXSBDnwrtJwXQPkBrqq?projector=1&messagePartId=0.1

and

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

47211126

JACOBS°

Jacobs Engineering India Private Limited Jacobs House, Ramkrishna Mandir Road, Kondivita, Andheri (E), Mumbei - 400 059, India Tel : 0091-22-2681 2000 Fax: 0091-22-2820 8295

REF : vs : If

DATE: 30th August, 2018

Mr. Blejohns Kundukulam Kundukulam (H), PO – Athani Udhayanagar, Thrissur – 680 581

Dear Blejohns,

Further to the discussion you had with us, we are pleased to offer you the position of **Trainee Engineer** in our organization with a basic salary of **Rs. 7,000/-** per month plus admissible allowances.

Your formal appointment letter will be issued to you within a week of your joining. Please let us know your exact date of joining.

Kindly bring along with you the following documents

- Original and a set of xerox copies of educational, and experience certificates for our verification.
- 2. Relieving letter of immediate employer along with latest salary slip is mandatory.
- 3. Please also bring 1 passport size photograph.

This offer is valid subject to medical fitness and background verification clearance.

The Company fully reserves the right to terminate your services in future if the information / documents provided by you are found to be discrepant.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Yours faithfully, JACOBS ENGINEERING INDIA PRIVATE LIMITED per

Violet Berrao

VIOLET A SERRAO DY. GENERAL MANAGER – HUMAN RESOURCES Dr. SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed Ph.D (Computer Science), Ph.D (Maths)

Jyothi Engineering College Cheruthuruthy P.O.-679 531

JACO B



BLEJOHNS KUNDUKULAM

Employee Number

121476

B+ve

Blood Group: SUNNY JOSEPH KALAYATHANKAL M.Tech, MCA, M.Sc, M.Phil, B.Ed

11/21/26

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

Jyothi Engineering College Cheruthuruthy P.O. - 679 531

True Copy Attested

Scanned by CamScann