



## 5.2.1 Average percentage of placement of outgoing students during the last five years

### ACADEMIC YEAR 2016-17

SL NO	FILE NAME	Page no
1	PLACED STUDENTS LIST	2
2	SUPPORTING DOCUMENTS	5
3	PHOTOGRAPHS	21



# Nehru College of Engineering and Research Centre

**NAAC ACCREDITED**

(AN ISO 9001 : 2015 CERTIFIED INSTITUTION)

Approved by AICTE, New Delhi

& Affiliated to APJ AbdulKalam Technological University (KTU)



## PLACED STUDENTS LIST

This is to certify that the following students are placed in various companies like IBS, TCS, AMAZON, INFOSYS, CTS, ACCENTA TRAINING SOLUTIONS, FACE, SPERIDIAN TECHNOLOGIES, VEE TECHNOLOGIES and so on for the academic year 2016-17. Totally 56 students got placed in the above mentioned companies and the name list of students is attached herewith.

Pampady

Dr. Ambikadevi Amma.T

Principal, NCERC

PRINCIPAL  
Nehru College of  
Engineering and Research Centre  
Pampady, Thiruvilwamala, Thrissur Dist.  
Pin 680 597 Kerala

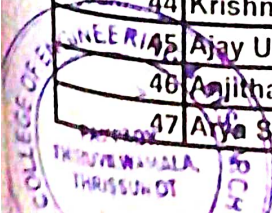


(Sponsors : Nehru College of Educational and Charitable Trust)

College Campus : Nila Gardens, Pampady, Near Lakkidi Rly. Station, Thiruvilwamala, Thrissur (Dist), Kerala - 680 588  
Tel / Fax : +91 4884 - 282070, 284000. E-mail : office@ncerc.ac.in, admissions@ncerc.ac.in, web : www.ncerc.ac.in



SL	NAME	COMPANY	UG
SL NO	NAME	college	UG
1	ATHULYA M	ACCENTA TRAINING SOLUTIONS	IT
2	ANJANA M G	ACCENTA TRAINING SOLUTIONS	ECE
3	AJAY KRISHNAN K B	ACCENTA TRAINING SOLUTIONS	ECE
4	LIJA JOSE	ACCENTA TRAINING SOLUTIONS	ECE
5	HISHA P H	ACCENTA TRAINING SOLUTIONS	ECE
6	ARYA S NAIR	ACCENTA TRAINING SOLUTIONS	ECE
7	STEPHY JOSHY	ACCENTA TRAINING SOLUTIONS	ECE
8	SHYAMAPRASAD O K	ACCENTA TRAINING SOLUTIONS	MT
9	SANA K A	ACCENTA TRAINING SOLUTIONS	ECE
10	MANJU M	ACCENTA TRAINING SOLUTIONS	ECE
11	RICHARD JOHNSON	ACCENTA TRAINING SOLUTIONS	ME
12	KAILAS A P	ACCENTA TRAINING SOLUTIONS	EEE
13	ASNA AZEEZ	ACCENTA TRAINING SOLUTIONS	IT
14	AISWARA A	ACCENTA TRAINING SOLUTIONS	ECE
15	MANEESH M NAIR	ACCENTA TRAINING SOLUTIONS	ME
16	ANJITHA RAJAN	ACCENTA TRAINING SOLUTIONS	ECE
17	SARATH SYAM GOPAL	ACCENTA TRAINING SOLUTIONS	EEE
18	VIVEK M V	IBS SOFTWARE	CS
19	VIDYA WARRIER	IBS SOFTWARE	CS
20	JYOTHISH	FACE	ECE
21	JITHIN VALIAVEEDU	FACE	ECE
22	GOPIKA	FACE	ECE
23	AKHIL V	VEE TECHNOLOGIES	ME
24	AISWARYA MS	VEE TECHNOLOGIES	EEE
25	ANJANA	VEE TECHNOLOGIES	CS
26	DHANUSH	SPERIDIAN TECHNOLOGIES	CS
27	ATHULYA	SPERIDIAN TECHNOLOGIES	IT
28	NIKHIL P	SPERIDIAN TECHNOLOGIES	ME
29	SREELAKSHMY	FACE	ECE
30	ARUN ARJUN	FACE	ECE
31	DIVYA BENNY	FACE	ECE
32	MADHUSOODANAN	FACE	ME
33	SOWPARNIKA	FACE	ECE
34	MANJU M	FACE	ECE
35	KEERTHY K	FACE	ECE
36	SMRUTHY	FACE	CS
37	RUKHIA	FACE	CS
38	Njala Haneef	SOLVERS INDIA	B.Tech
39	Neetha M	SOLVERS INDIA	B.Tech
40	Akhila K M	SOLVERS INDIA	B.Tech
41	Aiswarya U	SOLVERS INDIA	B.Tech
42	Srinju M	SOLVERS INDIA	B.Tech
43	Shameema M	SOLVERS INDIA	B.Tech
44	Krishna Prasad P V	SOLVERS INDIA	B.Tech
45	Ajay Unni	SOLVERS INDIA	B.Tech
46	Anjitha Rajan	SOLVERS INDIA	B.Tech
47	Arya S Nair	SOLVERS INDIA	B.Tech



*ch*

PRINCIPAL

48	Athulya M	SOLVERS INDIA	B.Tech
49	Aiswarya U	SOLVERS INDIA	B.Tech
50	Anjitha B	SOLVERS INDIA	B.Tech
51	Jithin	SOLVERS INDIA	B.Tech
52	Sanjay	SOLVERS INDIA	B.Tech
53	Lakshmi K	SOLVERS INDIA	B.Tech
54	Megala C J	SOLVERS INDIA	B.Tech
55	Athulya D	SOLVERS INDIA	B.Tech
56	Hisha PH	SOLVERS INDIA	B.Tech
57	Akshay Kumar	SOLVERS INDIA	B TECH

*Ch*

**PRINCIPAL**  
Nehru College of  
Engineering and Research Centre  
Panpady, Thiruvilwamala, Thrissur Dt  
Pin - 680 597, Kerala





Date: 13-Dec-16

Vidya Warriar  
Nehru College Of Engineering and Research Center

**Appointment Offer: Software Engineer**

Dear Vidya Warriar,

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

**Terms and conditions of the Offer**

**1. Pre-requisites**

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

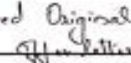
**2. Posting**

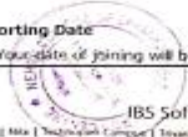
Your initial posting would be at the main office of the Company situated at 5th Floor, Carnival Infopark-Phase 2, Infopark Campus, Kuzumagiri PO, Kakkanad, Kochi, Kerala- 682030. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates,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

  
PRINCIPAL  
Nehru College of Engineering and Research Center  
Kakkanad, Kochi, Kerala - 682030

Received Original  




IBS Software Services Private Limited

  
Vidya Warriar  
Software Engineer  
IBS Software Services Pvt. Ltd.



**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
Fixed Remuneration		Amount in INR
Sl.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.	<b>Monthly Gross Earnings (Fixed)</b>	<b>28,000</b>

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

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

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

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



**9. Minimum Period of Service**

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

**10. Notice Period & Termination of Employment.**

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

**11. Regulations**

- a) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company. You are expected to refrain from engaging yourself in any assignment/employment which may create a conflict of interest in duly exercising your responsibilities associated with the position offered hereunder.



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 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) 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

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 bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.

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

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 developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this



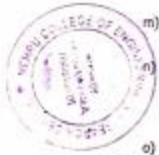
*[Signature]*  
PRINCIPAL

IBS 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;

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



~~release of the offer and other documents submitted by you. Any~~

PRINCIPAL  
National Institute of  
Engineering and Technology

IBS 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.

- 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-complete 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:





Date: 13-Dec-16

Vivek M V  
Nehru College Of Engineering and Research Center

**Appointment Offer: Software Engineer**

Dear Vivek M V,

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

**Terms and conditions of the Offer**

**1. Pre-requisites**

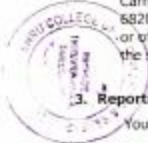
- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form will be sent to you on acceptance of the offer. You are required to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

**2. Posting**

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

**3. Reporting Date**

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



Nehru College of Engineering and Research Center  
Carnival Infopark Phase 2, Infopark Campus  
Kusumagiri PO, Kakkanad, Kochi, Kerala-682030

Received original  
*Alit*

IBS Software Services Private Limited

28-01-2017



**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
Fixed Remuneration		Amount in INR
Sl. 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
<b>Monthly Gross Earnings (Fixed)</b>		<b>28,000</b>

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



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

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

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

PRINCIPAL  
Netero City  
Engineering and Research Centre

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

**7. Promotion**

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

**8. Travel**

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



  
PRINCIPAL  
Narba College of  
Engineering and Research Centre  
Madhav, Thiruvananthapuram  
2017-18

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 INR 2,00,000/- (Rupees Two lakh) to be payable to the Company in accordance with the terms and conditions of such contract. The above contract shall also be signed by two sureties, one of whom should be your parent.

**10. Notice Period & Termination of Employment.**

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

**11. Regulations**

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

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,



**IBS Software Services Private Limited**

PRINCIPAL



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 to 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 95 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
  - i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this



IBS Software Services Private Limited

PRINCIPAL



restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest;

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

*[Signature]*  
PRINCIPAL

IBS Software Services Private Limited



misrepresentation either oral or written or any fraud or forgery related to your representations or any the information submitted included therein. 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.

- D) The offer is extended relying on your representation that you offer 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 own complete 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:



Handwritten signature and stamp of the Principal, including the text "PRINCIPAL" and "Authorizing and Forwarding to HR".

IBS Software Services Private Limited



**Attention: Placement Coordinators**

We are sending across the offers for the students selected from your Educational Institution. There would be 2 offers for each student in the package. The students would need to sign on one copy (all pages) and then the placement co-ordinators can send it back to us indicating their willingness to join IBS. If any student decides against joining IBS, kindly let us know. Please handover the 2<sup>nd</sup> Copy of the Offer letter to the Student.

The signed offers would need to be sent by the placement coordinators to the address given below:

**Athira Raj**  
Corporate HR  
IBS Software Services (P) Ltd.,  
C-Block, 5<sup>th</sup> Floor  
Nila Building  
Technopark Campus  
Trivandrum  
Kerala - 695581



  
**PRINCIPAL**  
Noida College of  
Engineering and Research Centre  
Technopark, Trivandrum, Kerala 695581

 INKER



*(Handwritten signature)*  
**Jerin John**

INK2019063









For the campus recruitment of final year B. Tech students

On 18<sup>th</sup> October 2016 at NCFRC



**NEHRU GROUP OF INSTITUTIONS**

Nehru Corporate Placements & Training Centre

