



5.2.1 - Number of placement of outgoing students during the year

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

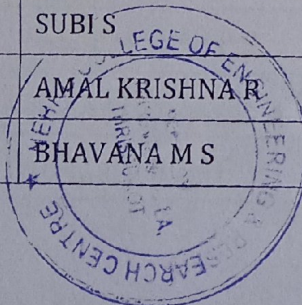


NEHRU COLLEGE OF ENGINEERING AND RESEARCH CENTRE
(NAAC Accredited)
(Approved by AICTE, Affiliated to APJ Abdul Kalam Technological University,
Kerala)



5.2.1 Number of placement of outgoing students during the academic year 2020-21

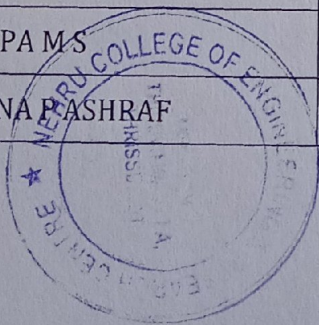
SL NO	STUDENT NAME	BRANCH OF STUDY	COMPANY PLACED
1	ADITH S	CSE	CHEGG INDIA
2	AMRUTHA R	CSE	CHEGG INDIA
3	AISWARYA M	CSE	CHEGG INDIA
4	SURJITH SHANKAR S	CSE	CHEGG INDIA
5	LEENU MATHEW	CSE	TCS
6	ROHITH BHASKAR UDAY	CSE	TCS
7	SWETHA SUBRAMANIAN	M TECH CSE	CHEGG INDIA
8	ANJALI SUNIL	M TECH CSE	CHEGG INDIA
9	SREYA C M	M TECH CSE	CHEGG INDIA
10	ANJALI SUNIL	M TECH CSE	TCS
11	MOONA O M	M TECH CYBER SECURITY	CHEGG INDIA
12	BINITHA K B	MBA	CHEGG INDIA
13	AISWARYA S	MBA	CHEGG INDIA
14	NIMISHA K	MBA	CHEGG INDIA
15	RESHMI N	MBA	CHEGG INDIA
16	HARITHA HARI	MBA	CHEGG INDIA
17	SRUTHI S NAIR	MBA	CHEGG INDIA
18	REVATHY V	MBA	CHEGG INDIA
19	SRUTHI U	MBA	CHEGG INDIA
20	RABISHA KRISHNA	MBA	CHEGG INDIA
21	SUBI S	MBA	CHEGG INDIA
22	AMAL KRISHNA R	ME	CHEGG INDIA
23	BHAVANA M S	ME	CHEGG INDIA



[Signature]

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Nehru College of
Engineering and Research Centre
Pampady, Thiruvilwamala, Thrissur District,
Pin - 680 597, Kerala

24	DIJITH CS	ME	CHEGG INDIA
25	REVANDH R	ME	CHEGG INDIA
26	SUDHIN G	ME	CHEGG INDIA
27	RAJAMANI J	ME	CHEGG INDIA
28	SHITHIN MOHAN M	ME	CHEGG INDIA
29	AJAY PRASAD K C	ME	CHEGG INDIA
30	AMAL E THOMAS	ME	CHEGG INDIA
31	SARATH V J	ME	CHEGG INDIA
32	AKHIL S	ME	CHEGG INDIA
33	AVINASH P S	ME	CHEGG INDIA
34	RAMNATH V	ME	CHEGG INDIA
35	VISHNUMAYA C	VLSI	CHEGG INDIA
36	REVATHY V	MBA	AXIS BANK
37	AISWARIYA A P	M TECH VLSI	TCS
38	NUSAIBA K K	CSE	CAPEGEMINI
39	SRUTHI S NAIR	MBA	GATI KINETSU
40	VISHNUMAYA C	VLSI	TECHVOLT
41	MANEESHA S	EEE	6D TECHNOLOGIES
42	NUSAIBA K k	CSE	6D TECHNOLOGIES
43	VISHNUMAYA C	VLSI	SPICE HEALTH
44	RUKSANA M	VLSI	SPICE HEALTH
45	SRUTHI S NAIR	MBA	JUST DIAL
46	SUBI S	MBA	JUST DIAL
47	BINITHA K B	MBA	JUST DIAL
48	NIMISHA K	MBA	JUST DIAL
49	HARITHA HARI	MBA	JUST DIAL
50	SREELAKSHMI P K	MBA	JUST DIAL
51	SILPA M S	CSE	ATOS GLOBAL
52	ABNA PASHRAF	EEE	MAVEN CONNECT

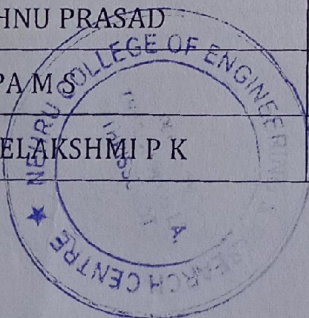


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Nehru College of

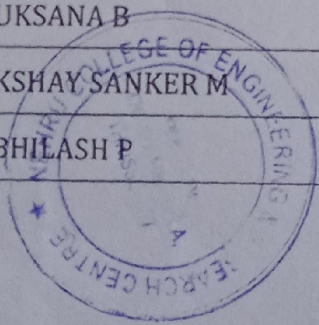
Engineering and Research Centre
Pampady, Thiruvilwamala, Thrissur Dt.
Pin - 680 551

53	JOEL T JOHNY	EEE	MAVEN CONNECT
54	MANEESHA S	EEE	INFOSYS
55	APARNA E	ME	VISUDH AJIVAM
56	RUKSANA M	M TECH VLSI	VISUDH AJIVAM
57	ARJUN S	AUE	VISUDH AJIVAM
58	AKSHAY K S	AUE	VISUDH AJIVAM
59	SILPA C	CSE	INFOSYS
60	ABNA P ASHRAF	EEE	CAPEGEMINI
61	RAGHI P	MCA	SURETY INSURANCE AND MARKETING PVT LTD
62	GREESHMA R	MCA	SURETY INSURANCE AND MARKETING PVT LTD
63	AMAL E THOMAS	ME	SURETY INSURANCE AND MARKETING PVT LTD
64	SRUTHI S NAIR	MBA	SURETY INSURANCE AND MARKETING PVT LTD
65	NIMISHA K	MBA	SURETY INSURANCE AND MARKETING PVT LTD
66	VISHNU S	CSE	COGNIZANT TECHNOLOGY SOLUTIONS
67	RESHMI N	MBA	SURETY INSURANCE AND MARKETING PVT LTD
68	REVATHI H	MCA	SURETY INSURANCE AND MARKETING PVT LTD
69	DRISHYA C R	EEE	SURETY INSURANCE AND MARKETING PVT LTD
70	VISHNUMAYA C	VLSI	VVDN
71	SARITHA V S	MCA	TCS
72	SURYAKANTH SHENOI R	MTR	ANSCER ROBOTICS
73	AISWARIYA A P	M TECH VLSI	INFOSYS
74	GOUTHAM GOPINATH	CSE	ACCENTURE
75	SRUTHI S NAIR	MBA	CATHOLIC SYRIAN BANK
76	HARITHA HARI	MBA	CATHOLIC SYRIAN BANK
77	SURJITH SHANKAR S	CSE	COGNIZANT TECHNOLOGY SOLUTIONS
78	VISHNU PRASAD	MBA	D MART
79	SILPA M	CSE	COGNIZANT TECHNOLOGY SOLUTIONS
80	SREELAKSHMI P K	MBA	AXIS BANK



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Engineering and Research Centre
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81	VISHNU S	CSE	ATOS GLOBAL
82	SREYA C M	M TECH CSE	AVATHU
83	VISHNU PRASAD	MBA	KOLATHU & CO.
84	HARITHA HARI	MBA	OMEGA HEALTH CARE
85	SWETHA T	MBA	ALSHIFA HOSPITAL
86	SREELAKSHMI P K	MBA	ICICI BANK
87	REVATHY V	MBA	ICICI BANK
88	RABISHA KRISHNA	MBA	D MART
89	SRUTHI U	MBA	D MART
90	RABISHA KRISHNA	MBA	ICICI BANK
91	SRUTHI U	MBA	ICICI BANK
92	NIMISHA K	MBA	ICICI BANK
93	VISHNU S	CSE	WIPRO
94	SILPA C	CSE	CSS ORP
95	ADITH S	CSE	CSS ORP
96	AISWARYA S	MBA	AABA SOFT
97	DEEPIKA P	MBA	AABA SOFT
98	SURYA M	MBA	ETIQU
99	JOVITTA JAMES	MBA	AABA SOFT
100	THUSHARA	MBA	AABA SOFT
101	NEETHU GOPINATH	MBA	AABA SOFT
102	AISWARIYA A P	M TECH VLSI	CSS ORP
103	VISHNU S	CSE	INFOSYS
104	DRISHYA C R	EEE	CAPEGEMINI
105	SREYA C M	M TECH CSE	INFOSYS
106	RAMNATH V	ME	BYJUS
107	RUKSANA B	MCA	INFOSYS
108	AKSHAY SANKER M	CSE	VALOREM
109	ABHILASH P	MCA	OKUTICS

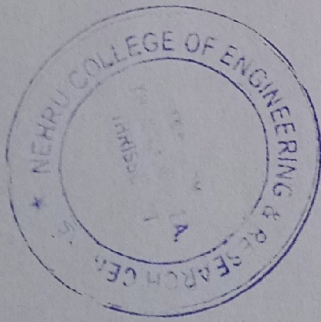


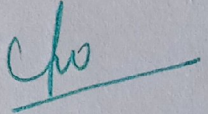
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 Pampady, Thiruvilwamala, Thiruvananthapuram Dt.
 Pin - 680 597, Kerala

110	ARUN P	MCA	CYBROSYS
111	SHINU S	CSE	UST GLOABAL
112	ANUPAMA V	MCA	ESPINA SOFTWARE SOLUTIONS
113	KARTHIKA M	MCA	ERNST & YOUNG
114	SAWPARNIKA R	MCA	W. R. DIGITAL SOLUTIONS PVT. LTD
115	BHAVANA M S	ME	SPICE HEALTH
116	ARUN P	MCA	UST GLOABAL
117	SACHIN K. M	MCA	UST GLOABAL
118	ABNA P ASHRAF	EEE	SURNRISE BIZTECH SYSTEMS
119	DRISHYA C R	EEE	SUNRISE BIZTECH SYSTEMS
120	JOEL T JOHNY	EEE	SUNRISE BIZTECH SYSTEMS
121	AFSEENA A	CSE	UST GLOBAL
122	RISNA C M	CSE	TCS
123	LIJI	MCA	TCS
124	SURYA	MCA	TCS




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

Adith S <adithsreekumar12@gmail.com>

Fri, Aug 13,
— 12:32 PM

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

From: **Neha Saksena** <nsaksena@chegg.com>

Date: Wed, Nov 11, 2020, 5:55 PM

Subject: CHEGG -/ Candidature Update

To:

Dear Candidate,

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert. We will be on boarding all new experts in Feb-21.

[View answering account on 5th Feb-21.](#)

You will receive a detailed activation mail along with the things to do once your answering rights are granted upon successful verification in Feb -21.

Note: Granting answering rights is always subject to successful verification.

Thanks & Regards,

Expert Hiring Team
Chegg India Pvt. Ltd.



Offer: Computer Consultancy
Ref: TCSL/DT20206471400/Chennai
Date: 10/01/2021

Ms. Leenu Mathew
53 AThiruvilwamala,
Kattukulam,
Thrissur-680588,
Kerala.
Tel# -8086338293

Dear Leenu Mathew,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206471400

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 074, Tamil Nadu, India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nandanam Point, Madurai - 625 011

Silpa MS
Chennai
India

OFFER LETTER

Date 5th August 2021

Dear Silpa

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "12 August 2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302**(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:



Chegg 25/11/2020

to me v



View in your browser

Chegg

MY ACCOUNT MY ORDERS FAQ

Dear Subramanian P swetha

Greetings from Chegg!

Your expert answerer account is now active. Here are the steps you need to take to begin your awesome journey:

1. Go to <http://www.chegg.com/my/expertqa> and sign in with your credentials:
Important: If you're having trouble with the link, please copy and paste the below link into your browser
<http://www.chegg.com/my/expertqa>

- o Login ID: swethasubrahmanianpp@gmail.com
- o Password: Chegg123 (Please change your password for security reasons)
- o In case of a password mismatch, click on "forget password" option. You will shortly receive an email from Chegg Password Recovery (do-not-reply@chegg.com) containing a password reset link. **Please wait for some time for the email and don't forget to check the spam folder.** Follow the instructions received on your register email id to reset your password.

2. Click on "I Agree" on the Terms and Conditions to move to your answering dashboard.
3. You will shortly be added (within 6-7 working days) to our WhatsApp group of your fellow expert answerers.
4. Watch this [short tutorial](#) to know more about your answering dashboard.

Answering rights have been granted based on your digital acceptance of [our engagement terms and conditions](#).

Compensation Details:

- Registered Subject: Computer Science (Further subject change not allowed)
- Rate per correct answer: 189 INR
- **Payment for correct answers will be processed every month to your registered bank account.**
- **Your daily answering limit will dynamically vary everyday based on your answering performance.**

* NEHRU PERFORMANCE

Still need more help? Visit our [self-help](#) section or submit a support ticket [here](#)

Thanks & Regards,

FRANCIS
Nenu College of Engineering and Research Centre
Pinnery, Thiruvannam, Tirupur, D.
Pin - 650 097, Kerala

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

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

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

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

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

This is a system generated document and does not need a signature



PRINCIPAL
Nehru College of
Engineering and Research Centre
Pune, Maharashtra, India
Pin - 411 007, Maharashtra



Nusailba K K
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (Rupees Three Lakh only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini
Puneet Kumra
Head - Fresher Hiring



(Signature)

P RINCI...
Maha... of
Engineering and Research Centre
Kampady, Thiruvananthapuram, India
Pin - 580 527 Kerala

Adith S <adithsreekumar12@gmail.com>

Fri, Aug 13,
12:32 PM

To: me

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

From: **Neha Saksena** <nsaksena@chegg.com>
Date: Wed, Nov 11, 2020, 5:55 PM
Subject: CHEGG - Candidature Update
To:

Dear Candidate,

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Note: Granting answering rights is always subject to successful verification.

Thanks & Regards,

Expert Hiring Team
Chegg India Pvt. Ltd



PRINCIPAL
Nehru College of
Engineering and Research Centre
Karnataka, Thiruvananthapuram, India

Silpa MS
Chennai
India

OFFER LETTER

Dear Silpa

Date 5th August 2021

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- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service".
- 7) You will at all times, during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to writing by you either solely or jointly with others during the term of your employment under the following circumstances:



PRINCIPAL

Nehru College of
Engineering and Research Centre
Puliyeddi, Thiruvallur District, Tamil Nadu
Pin - 601 307, Chennai



Team Chegg Yesterday
to me v



Show pictures

Dear Moona Olakara,

Aren't you the most wanted these days?
Students across the globe are awaiting
your expertise.

Why make them wait when you know
you CAN help?

1600+ Qs onboard.

Fresh questions are being added every
moment.

High volume is back!

Make sure you log in every day and solve

rite
in

DETAILS T
me of th

ext Cod
ester

DEPAR

Assign

Fr

Si

U :
S T

US17748650177301463
06/10/2021

SHINU,
Trivandrum

Dear SHINU,

Sub: Letter of Offer

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 US Technology International Private Limited ('US Technology'). Please accept our heartfelt congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

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

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US Technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

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

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

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

This offer will be valid till 13/10/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 13/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.



PROF. J. P. J. P.
Principal,
NIT Trivandrum
Engineering and Research Centre
Pampady, Thiruvananthapuram, Kerala
Pin - 680 597, Kerala

Superset ID: 549162

Letter of Intent ("LOI")

Dear Nusatba K K,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.





23-Aug-2021

Dear Surjith Shankar S,
B.Tech, Computer Science
Nehru College of Engineering and Research Centre, Thrissur

Candidate ID – 16751222

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Re. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below.

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college procedure while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized. All



Recd. Office: 119/536, Old Mahabakuram Road, Oxxiam Thrayappalam, Chennai-600 097
Nehru College of Engineering and Research Centre, Thrissur
Ph: 960 507 Kerala

FOR []
Date []
Signature []
Subject []



Offer: Computer Consultancy
Ref: TCSL/DT20206471400/Chennai
Date: 10/01/2021

Ms. Leenu Mathew
53 Athiruvilwamala,
Kattukulam,
Thriassur-680588,
Kerala.
Tel# -8086338293

Dear Leenu Mathew,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206471400

[Handwritten Signature]

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
College of Engineering & Technology
Kattukulam, Thriassur, Kerala

415/21-26, Kumbakonam Road, Sholinganallur, Chennai 600 072
Tel: 91 44 6616 2222 Fax: 91 44 6616 2999
Registered Office: Nirmal Building, 9th Floor, Nirmal, Chennai 600 021





Offer: Computer Consultancy
Ref: TCSL/DT20195191334/Trivandrum
Date: 13/09/2019

Ms. Ahalya S Kumar
Sreesailam, Pattiparambu (Po)Thiruvilwamala,
Near Punarjani Gardens,
Thrissur-680588,
Kerala.
Tel# 91-9747082800

Dear Ahalya S Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195191334

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nariman Building, 5th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

S. Ahalya S Kumar
(HOD (GCE))
(Pr. S. Ahalya S Kumar)



Offer: Computer Consultancy
Ref: TCSL/DT20207375299/Trivandrum
Date: 10/03/2021

Ms. Aiswariya A P
Aiswariya Nivas East Manissery,
Vanniyamkulam,
Ottapalam-679521,
Kerala.
Tel# -

Dear Aiswariya A P,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20207375299

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Mishra Building 6th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

HRD/1002130848/21-22

Ms. Aiswariya A P
Aiswarya Nivas
East Manissery
Palakkad-679521
India

Ph: +91-8089632726

Dear Aiswariya,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **22-Nov-2021**.

Location

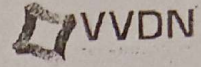
Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending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

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

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

Training

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



INTERNSHIP LETTER

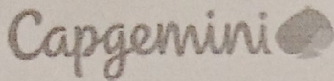
HR/IL/2021/07/6961
Date: 12-07-2021

Name of the Candidate : Vishnumaya C
Place of Joining : Kochi
Internship Start Date : August 04th, 2021

Dear Vishnumaya,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (S G & DC)** in **VVDN Technologies Pvt. Ltd** (hereinafter referred to as "VVDN" or "Company") on the following terms and conditions:

1. Upon successful completion of your Internship and submission of all necessary document of your completion of Degree, you will be given the status of a permanent employee and you will be given a CTC of Rs. 3.2 L Per Annum.
2. The internship will be for Five days a week. This is **subject to any change or requirement** that may come into force in future. Such changes will supersede all the relevant clauses mentioned in this offer letter.
3. You will be in a On the Job training period for the first 3 months from the day of your onboarding with us. During this period, if the Company finds the performance and discipline of the trainee is not satisfactory, appropriate action will be taken.
4. You will be required to execute Confidentiality Agreement, Terms and Conditions of Internship and such other documents/ undertakings/ agreements as may be required by VVDN from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in VVDN or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by VVDN, shall be the property of VVDN. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
6. All information, papers, correspondence, etc., pertaining to VVDN business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with VVDN, you may be transferred to any of the Offices/ Departments/ Units of VVDN or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions of Internship at the sole discretion of the management.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 794508

Letter of Intent ("LOI")

Dear Abna Ashraf,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

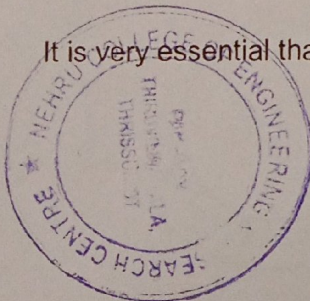
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

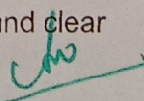
The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear




PRINCIPAL
Nehru College of
Engineering and Research Centre
Pampady, Thiruvilwamala, Thiruvananthapuram Dt.
Pin - 680 597, Kerala

01st July 2021

Joel T Johny
joeljohny8990@gmail.com

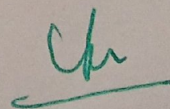
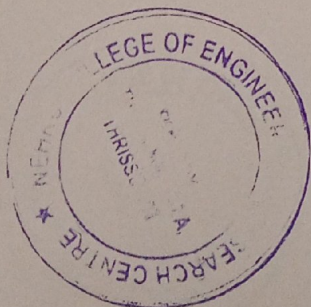
TRAINEE – Letter of Offer

Dear Joel,

We are pleased to inform that you have been shortlisted for the position of **Trainee – US Staffing** at Sunrise Biztech Systems Private Limited (“Company”) situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **05th July 2021**.
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration FY2021-22 will be Rs. **2,80,000/- pa**.
7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.
8. During the Training period, your performance shall be evaluated periodically (every quarter) We welcome you and look forward to a mutually successful Internship period.



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

Annexure A (Salary and Benefits)

Your salary shall be structured in the following manner:

Components	Monthly	Annualised
(A) Basic Salary	15,000	1,80,000
(B) Benefits		
Employer PF Contribution	1,800	21,600
Statutory Bonus	1,400	16,800
Others	4,413	52,956
Gratuity		8,640
TOTAL Cost To Company (CTC) = (A+B+C)	22,613	2,80,000
Estimated monthly take home	18,813	



Other Benefits: -

(D) *Group Health insurance annual premium per person (Self, Spouse & 2 children are covered)	Coverage of 4 lakhs	Rs. 9,029
(E) *Accidental Insurance annual premium (Self only)	Coverage of 10 lakhs	Rs. 1,198

Note: - *Some of above allowances are flexible but subject to financial declarations.

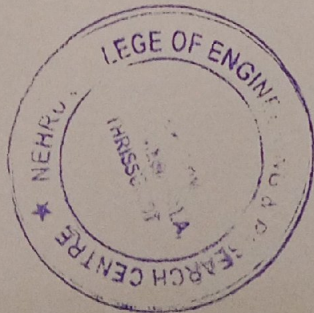
Yours truly,

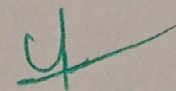
For Sunrise Biztech Systems Private Limited

Smitha T

Senior Manager-HR




PRINCIPAL
 Nehru College of
 Engineering and Research Centre
 Pampady, Thiruvilwamala, Thiruvananthapuram Dt.
 Pin - 680 597, Kerala

08th August 2021

Drishya Cr
crdrishyac@gmail.com

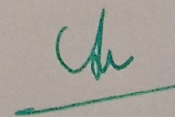
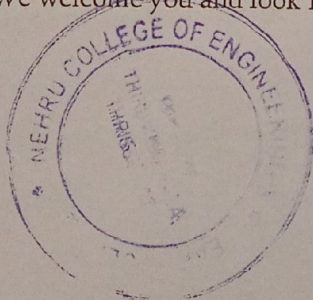
TRAINEE – Letter of Offer

Dear Drishya,

We are pleased to inform that you have been shortlisted for the position of **Trainee – US Staffing** at Sunrise Biztech Systems Private Limited ("**Company**") situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **09th August 2021**.
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration FY2021-22 will be Rs. **2,80,000/- pa**.
7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.
8. During the Training period, your performance shall be evaluated periodically (every quarter) We welcome you and look forward to a mutually successful Internship period.



PRINCIPAL
Neeru College of
Engineering and Research Centre
Pampady, Thiruvilwamala, Thiruvārūr
Pin - 680 597, Kerala

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO
DRISHYA C R

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of IC 38 EXAM. For that Insurance Basic training with exam you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - EXAM payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs. 1,00,000/- premium through direct source to get promoted as a Business Development officer.

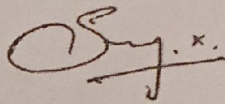
A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary.(3 LAKHS P.A INCL. BONUSSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate workculture and Skills Development

- | | | |
|-----------------------------|---|--|
| A) Training Functional Area | : | HR/Finance/Operations/Sales & Marketing. |
| B) Training Period | : | 60days. |
| C) Training | : | IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities. |
| D) Developing Skills | : | Communication Interpersonal skills. Corporate Working Culture. |
| E) Stipend | : | Rs. 7,500/-(only on achievement target) |

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.



BRANCH HEAD,



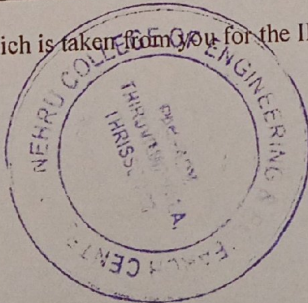
OFFICIAL SEAL

ACCEPTANCE OF OFFER

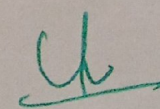
I, _____ agree to the services terms and conditions mentioned in this letter and enclosed details

*The fees which is taken from you for the IRDA exam Training is non - refundable.

DATE:



SIGNATURE


NEHRU COLLEGE OF
Engineering and Research Centre
Pampady, Thiruvilwamala, Thirissur Dt.
Pin - 680 597, Kerala



Ref: TCSL/DT20207228395/1446867/Chennai
Date: 14 June 2021

MS. SARITHA V S
Valiparambu (Ho) Odanur Parali (Po) Pin : 678612 Palakkad (Di) Odanur,
Glps Road, Palakkad,
Kerala-678612.
Tel# 918593925345

Sub: Joining Letter

Dear Ms. Saritha V S,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021** , your joining location is **Kochi** , work location is **Kochi** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining .**

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN) : L22210MH1995PL1004701

Page | 1

September 15, 2021

HRD/3T/1000220933/21-22

Ms. Ruksana B
Kalathil House , Thendiyampara, Moolamcode(Po), Palakkad(Dt)
Kalathil House , Thendiyampara, Moolamcode(Po), Palakkad(Dt)
Palakad-678684
India

Ph: +91-9562790138

Dear Ruksana,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO

SVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.15 03:15:15 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CTIN: 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



ESPINA SOFTWARE SOLUTIONS LLP

Kurikayil Building, Sahakarana Road, Vyttila P.O. Kochi-682019
9895934043, 9497190175 Email: info@espinasoft.com, www.espinasoft.com

August 30 , 2021

Dear Anupama,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of **Junior PHP Developer**. Your Designation will be **Junior PHP Developer**. The location of your initial reporting will be **Vyttila**. The date of your joining would be **September 01, 2021**. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary job and the contractual obligation to be with **Espina**. We request you to please carry a signed copy of the offer letter on the day of your joining as a taken of your acceptance.

During the probation period (20 days), 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 week notice or salary thereof. On confirmation as a regular employee, you will be required to give one month's notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the Thrity days notice period. Similarly, the Company can terminate your services by giving you one month's notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

Welcome to **Espina software solutions LLP**.

We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

Human Resource Manager

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

Your name in capital

Your Signature

Date:

Location



Offer Letter Inbox



HR May 12

to bcc: me



Hi,

Greetings from Cybrosys Technologies Pvt. Ltd.!!!

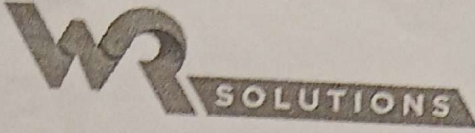
Congratulations on your selection as a Python/Odoo Developer Trainee at Cybrosys Technologies.

Cybrosys Technologies is a renowned ERP solution provider and outsourcing company headquartered in Kinfra IT Park, Calicut and we have branches in Infopark, Kochi, Bangalore and London. Cybrosys meets all the specific requirements in software. Within a short span of 12 years, now it is an internationally acknowledged company with a strong customer base around the world.

Your joining has been scheduled on 17th May 2021 at sharp 8.30AM.

Documents to be carried as hard copy and shared as softcopy:

- 10th, 12th and graduation Certificates (Original and 1 photocopy of each)
- 2 passport size photographs



WR Digital Solutions
Calicut, Kerala 673017

EMPLOYMENT AGREEMENT
Private & Confidential

Dated: 17/09/2021

To,

Sawparnika T R
Thachoth House
Thali Post
Thrissur- 680585
Kerala

THIS CONTRACT ENTERED INTO BETWEEN WR Solutions (hereinafter referred to as the Company/Principal Employer) AND the Employee the particulars of whom are as follows:

PARTICULARS OF THE PERSON EMPLOYED

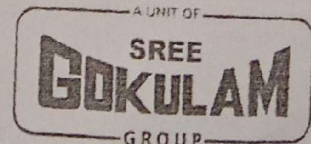
Name : SAWPARNIKA T R
Father's Name : Ramachandran
Date & Place of Birth : 04-07-1998, Thali
Nationality : Indian
Sex : Female

WHEREAS MS. SAWPARNIKA T R HAS REQUESTED FOR EMPLOYMENT IN THE CONSULATE AND HAS BEEN APPOINTED TO THE POST OF PHP DEVELOPER, TRAINEE SUBJECT TO CONFIRMATION AFTER THE SUCCESSFUL PERIOD OF PROBATION.

THE CONTRACT OF EMPLOYMENT WILL BE IN ACCORDANCE WITH THE FOLLOWING TERMS AND CONDITIONS:

1. Effective Date:

This Employment Contract (the "Contract") is made effective as of 20/09/2021 ("Effective Date")





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

Tel: +91 080 6681 3000
Fax: +91 080 6681 3134
ey.com

10 August, 2021

Ms Karthika M
Mangalath House, Palat Road,,
Ottapalam,
Ottapalam,
Kerala - 679101

Contact No: 8086382641
Email: mkarthika606@gmail.com

Dear Karthika,

Subject: Offer letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " Firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 7 months starting from 16 August, 2021 and ends on 11 March, 2022. You will be offered the position of Consultant in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES :

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) faithfully and diligently perform your duties, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS:

You will be required to work in flexible working hours. It is expressly made clear herein that your applicable timings of work would be as decided and notified to you by the Firm, and by accepting this contract, you would be deemed to have given your consent to work in flexible timings. The Firm reserves the right to alter the work timings from time to time. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the agreed working hours to achieve the results, whenever your job so requires.

4. COMPENSATION AND DETAILS

You shall be paid a fixed compensation of INR 14,500/- per month. The compensation will be apportioned according to the total number of hours worked. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093701) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K.R. Puram Bangalore - 560016, India

This file is signed using Digital Signature.



BisLap Business Solutions

3rd Floor, Hi- Born plaza. | ☎ +91 994 66 66 536
Opp.New Bustand, | ☎ +91 994 66 66 530
Mavoor Road, Calicut | ☎ +91 994 66 66 510

LETTER OF APPOINTMENT

TO:
ABHILASH P,
Palakkad, Kerala

We refer to your application, the subsequent discussions you had with us, and the interview we are pleased to offer an appointment in the Development Department of the Company with effect from 09/08/2021 under the following Terms & Conditions:

Designation:

Your position will be as a Laravel Developer and you will be placed in Okutics as an IT Section in Bislap, Calicut.

Salary:

You will be entitled to a Consolidated Salary of Rs.12,000/- (Rupees Twelve Thousand)

Per month.

Salary will be increased after a certain period of time considering your performance in the company.

Place of work:

You will be placed at our Office in Calicut. However your services are transferable to any place abroad or in India within the company or to any of its associates, sister concerns or its subsidiaries at any place in India any time at the sole discretion of the Management.

Probation:

You will be on probation for a period of Three months from the date of joining the work but if the management is not satisfied with your work or conduct, your services shall be liable to be terminated without notice at any time during on/or completion of the probation period. This period of probation will be liable to such extension(s) as the management may deem fit in its sole discretion and unless an order in writing confirming you is given, you will be deemed to have been made permanent.

Leave:

You are eligible for leave as per the rules of the Company.

Notice period:

You may terminate your appointment with the company by giving one month notice to the company, in writing. The company can similarly terminate your services without assigning any reasons by giving you One-month notice or Salary in lieu thereof. Before leaving the services of the Company, you should ensure that company's properties in your possession are handed over and your other liabilities if any to the company are fully settled.

General:

You are requested not to divulge any confidential information to the detriment of the company's interest and that you will not directly or indirectly engage yourself in other activities, business, agency, employment without seeking the prior written consent of the Company. The company will expect you to work in the section/department in which you are placed, with a high standard of initiative, efficiency and economy. You will be in all respects governed by the rules and regulations of the Company from time to time applicable to your Grade/category.

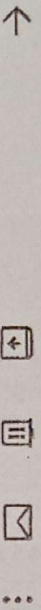
Your date of joining as per our records is 09/08/2021.

This letter of appointment is given in duplicate. We would request you to sign and return the duplicate copy of the letter confirming that it reflects our understanding of your services conditions with effect from 09/08/2021.

We wish you all success in the years ahead.

Yours Faithfully,

Muhammed Irshad
Managing Director, Bislap

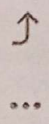


Software Engineer Trainee Offer

Inbox



Sinergia Media Labs 8 Oct
to me v



Dear Nazni Marwa S R,

We are excited to inform you that you have been hired as Software Engineer Trainee for Sinergia Media Labs LLP.

Based on our conversation, your salary during the training period is 15K/month payable monthly via direct deposit. You are required to report on 18 th October 2021 at 10:00am for virtual induction. The link will be provided 1 week prior to the joining period. Your job duties and responsibilities will be explained during the onboarding session.

In case you accept to join, kindly send us an acknowledgement for the mail and send us the filled HR form. We are looking forward to having a great fruitful future with you. Please get back to me for any clarification.

Regards,
Talent Acquisition Team

simelabs.com

simelabs

Let's Transform your business

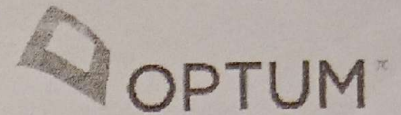
#makeitwithpride Sinergia has joined hands for resolution to face this current situation through our pet project Indventr in providing innovative efficient and affordable emergency care ventilator for COVID patients

Dubai

Aspin Commercial Tower,
31st Floor, Sheikh Zayed Road,
PO Box 49665, Dubai

Singapore

#03-959, Block 118,
Potong Pasir Ave 1,
Singapore, 350118



October 14, 2021

Anil M N
Thrissur Mundaya Mana
Thrissur Kerala
679105

Dear Anil M N,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Business Analyst Coordinator** at salary grade 24. Your work location shall be at Company's office located at **4th and 5th Floor, Block 2 of Phase 1 in IT/ITES SEZ of M/s ITPG Developers Pvt. Ltd. Sector 59, Gurgaon**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **October 25, 2021**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the company:

- (i) Highest Degree Certificate
- (ii) PAN Card OR Passport
- (iii) Relieving Letter/ Experience Letter from all the organizations worked in last 5 years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteehips; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **90 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional Ninety (90) days in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, Thirty (30) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING



1

Offer: Computer Consultancy
Ref: TCSL/DT20218249038/Chennai
Date: 03/11/2021

Ms. Divya Mv
Mankurussi VariamMankara,
Bhagavathy Temple,
Palakkad-678613,
Kerala.
Tel# 91-9497856168

Dear Divya Mv,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,53,578/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218249038

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



AUTOMICROUAS
AEROTECH

Offer Letter

AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED
20/01/2021

Dear Robin Joseph,

Congratulations! We are pleased to confirm that you have been selected to work for AUTOMICROUAS AEROTECH (OPC) PVT LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Design Engineer** with a monthly cost to the company of INR 15000 + Bonuses.

This position reports to Vineet Maliakal.

We would like you to start work on 08th Feb 2021. Please report to Vineet Maliakal for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR in which you may be required to upload your documents.

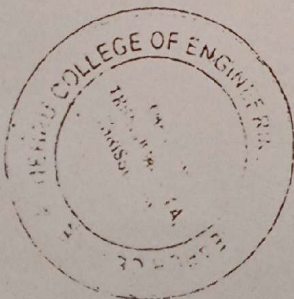
Please sign the enclosed copy of this letter and return it to me by 10th Feb 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED and look forward to working with you.

Sincerely,

Varsha Kukreti
AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED

Accepted by,
Robin Joseph



PRINCIPAL
Netra College of
Engineering and Research Centre
Bangalore, Karnataka, India



AUTOMICROUAS
AEROTECH

Offer Letter

AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED
20/01/2021

Dear Vikas V,

Congratulations! We are pleased to confirm that you have been selected to work for AUTOMICROUAS AEROTECH (OPC) PVT LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Head Design Engineer** with a monthly cost to the company of INR 17000 + Bonuses.

This position reports to Vineet Maliakal.

We would like you to start work on 08th Feb 2021. Please report to Vineet Maliakal for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 10th Feb 2021 to indicate your acceptance of this offer.

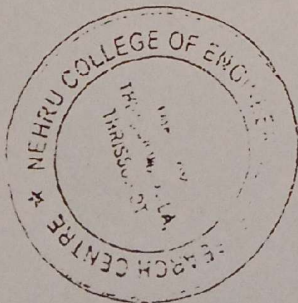
We are confident you will be able to make a significant contribution to the success of AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED and look forward to working with you.

Sincerely,

Varsha Kukreti
AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED

Accepted by,
Vikas V

PRINCIPAL
Neeru College of
Engineering and Research Centre
2nd Floor, The Vignana, P.O. S. V. D.
Chennai - 600 092, Kerala





AUTOMICROUAS
AEROTECH

Offer Letter

AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED
20/01/2021

Dear Ramees,

Congratulations! We are pleased to confirm that you have been selected to work for AUTOMICROUAS AEROTECH (OPC) PVT LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Head Electronics Engineer** with a monthly cost to the company of INR 15000 + Bonuses.

This position reports to Vineet Maliakal.

We would like you to start work on 08th Feb 2021. Please report to Vineet Maliakal for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR in which you may be required to upload your documents.

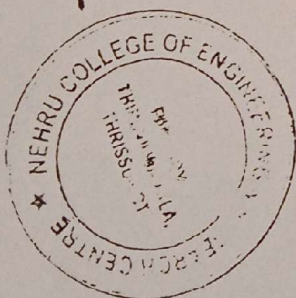
Please sign the enclosed copy of this letter and return it to me by 10th Feb 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED and look forward to working with you.

Sincerely,

Varsha Kukreti
AUTOMICROUAS AEROTECH (OPC) PRIVATE LIMITED

Accepted by,
Ramees



PRINCIPAL
Nehru College of
Engineering and Research Centre
Pambady, Throovanpeta, Thiruvallur
Dist. 601 501, Kerala

Job Offer Letter

Dear Adith Sunder C,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as a DevOps Intern with effect from 01st July 2021 in our organization.

You will be reporting to the Senior Tech Lead in the company.

You will receive a starting annual base compensation package of INR 3,00,000/- payable on a monthly pro-rata basis. The Compensation Package will be subject to the usual deductions for tax and other applicable statutory deductions normally withheld by an employer in India.

Please note that you will be on probation for a period of six months from the actual date of your joining. The salary and job title is subject to revision based on your performance during and subsequent appraisal post the probation period.

During the probation period, the Company may terminate your employment at any time, without any notice and at the sole discretion of the Company and without any further payment.

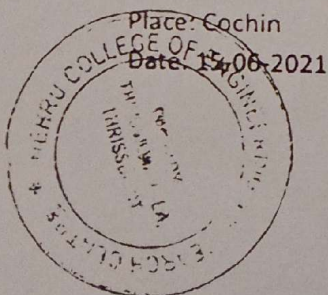
Upon your acceptance of this job offer, we will be sharing with you other important HR documents including an NDA which contains all the terms and conditions of your employment and supersede any verbal discussions or prior written communications.

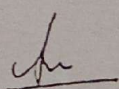
We look forward to welcoming you to our organization and witnessing your contribution to the growth of the organization and yourself.

Sincerely,
For LiteBreeze Infotech Pvt Ltd,

Ajith D

Director




PRINCIPAL
Neiru College of
Engineering and Research Centre
Pattanam, Thriuvananthapuram, Kerala
Pin - 686 547 Kerala

Date: 11/06/2021

Bon Voyage: Welcome To The Journey

Dear Suryakanth,

We are glad to offer you the position of **Robotics Engineer - Intern** at ANSCER ROBOTICS. It's a pleasure to have you on board in this exciting journey. This role will provide you an opportunity to excel and realize your dream of working on the latest technology. During this journey we would like you to know about the following:

- **Values:** This organization has been built on the pillars of Innovation, Integrity, Customer Centricity, Passion, Courage and Trust. We intend and expect you to demonstrate these values. We expect you to always have "We" before "Me".
- **Organization Guidelines:** We will have a set of guidelines based on which you will be expected to perform your professional responsibilities. These guidelines shall be the guiding principle in every action in the organization. We believe in freedom with responsibility and that is what we would offer you as an organization.
- **During this journey,** we expect you to give your best and full commitment and to perform other roles based on your performance and the needs of the organization.

Date of Joining: 21/06/2021

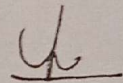
Internship period ends on : 21/09/2021

You will be paid Rs 12,000 as a stipend, post internship you will be offered employment depends on your performance during the internship.

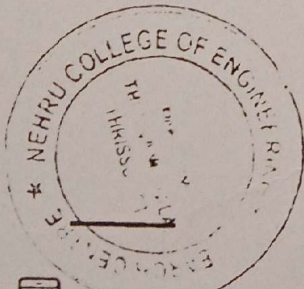
Preferred Office Timings: 9 am to 6 pm (Monday to Friday)

Yours Truly

For ANSCER ROBOTICS
Ribin Mathew
Chief Executive Officer



PRINCIPAL
Nehru College of
Engineering and Research Centre
Panipady, Thiruvananthapuram, Thiruvananthapuram
0476 22 331 Kerala



91 97394 99715



www.anscer.com
ruchius@anscer.com



#16, KP EDEN, Rajawada Layout,
Taverakkere Main Road, Bengaluru - 560029



Offer: Computer Consultancy
Ref: TCSL/DT20195682184/Trivandrum
Date: 21/03/2021

Mr. Sidharth S
Sree Nivas, Kanjulli Puthan Veettil,
Peringannur,
Pattambi-679535,
Kerala.
Tel# -

Dear Sidharth S,

Sub: Letter of Offer

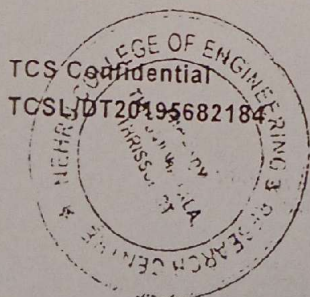
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

PRINCIPAL

Nehru College of
Engineering and Research Centre
Pattambi, Thuvuvamala, Trivandrum
Pin - 686 502 Kerala

Saturday, March 27, 2021

FIXED TERM CONTRACT OFFER

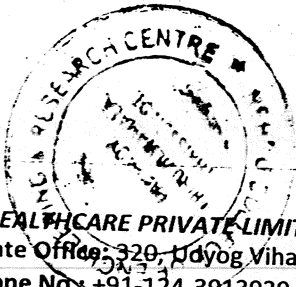
Mr. Aparna E
Address : Vellakkat House
kollengod PO
Pallakad - 678506
Phone No: 9961688610

Dear Mr. Aparna E,

We are pleased to offer you the position of **Data Operator - Consultant** at Spice Health Care Pvt. Ltd.

The following are the terms & conditions of your contractual employment with Spice Health Care Pvt. Ltd.

1. You shall be appointed on a retainer basis (part time) for the period of **Two Months** effective date of joining. Further extension/renewal of contract would happen only after review of work as assigned, on mutually agreed terms and conditions.
2. You will be paid retainership fee of **INR 300000/- per annum (inclusive of all applicable taxes)**. Your compensation is confidential. You should not communicate in manner, any information with regards to your compensation to any other employee or anyone outside the company. The Consultant will not be eligible for any other benefits and privileges as applicable to the regular employees.
3. Your initial place of work will be at **Kerala**. Your services are transferable as per Company's discretion and operational requirements.
4. Your appointment is subject to you being medically fit and the receipt of satisfactory medical check-up report, references and background checks. The Company will conduct a formal background verification as per Company policy.
5. This contract may be terminated at any time by either party serving on the **Seven (07) Days'** notice in writing or **Seven (07) Days'** compensation in lieu thereof. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period due to operational reasons.



Ch



SPICE HEALTHCARE PRIVATE LIMITED

Corporate Office: 320, Ddyog Vihar, Phase IV, Gurugram 122016, Haryana, India

Telephone No.: +91-124-3913939 Website: www.spicehealth.com

Registered Office: B1, Kalindi Colony, New Delhi 110065. CIN: U33100DL2018PTC333650

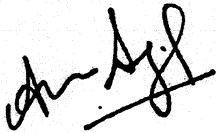
6. Due to unsatisfactory performance, absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), and/or integrity issues, your employment may be ceased without any notice at any time during your employment with the Company.
7. You will not interact with the media to give any information with regard to Company, its employees and operation etc.
8. While accepting this offer you will confirm that you have settled all liabilities and service obligations with all your previous employers. In case any disputes arise with any of your previous employers with regard to your taking up employment with us, you undertake to indemnify **Spice Health Care Pvt. Ltd.**
9. All terms and conditions will be governed by the Company policies as stated from time to time.
10. While accepting this offer you will confirm that you have settled all liabilities and service obligations with all your previous employers. In case any disputes arise with any of your previous employers with regard to your taking up employment with us, you undertake to indemnify **Spice Healthcare Pvt. Ltd.** for any loss / damage / legal action(s).

As a token of acceptance of the above offer, you are requested to acknowledge this letter and send us the scan copy of the same within next 24 hours.

We look forward to have you on-board.

Yours Sincerely,

For Spice Healthcare Pvt. Ltd.



Avani Singh
Chief Executive Officer

I hereby agree to the terms & condition mentioned herein above and I agree to join Spice Healthcare Pvt. Ltd.

Signature of Candidate: 

APARNA E

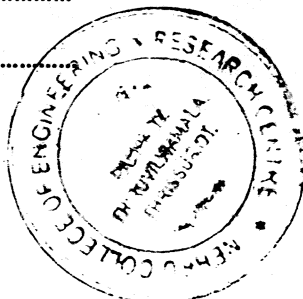
Name of Candidate:

31/03/21

Date :

KOLLENGODE

Place :



[Faint, illegible text and stamp]

Fwd: Chegg Candidature Update | Selected
Inbox

Gopinathan Chakkingal

to me

17-09-2021
1:55 PM (41
minutes ago)

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

From: RAMNATH V <ramnathv007@gmail.com>
Date: Tue, Aug 17, 2021 at 1:05 PM
Subject: Fwd: Chegg Candidature Update | Selected
To: placement@ncerc.ac.in <placement@ncerc.ac.in>
Cc: <hodme@ncerc.ac.in>

Ramnath V ,S8 ME chegg india offer letter

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

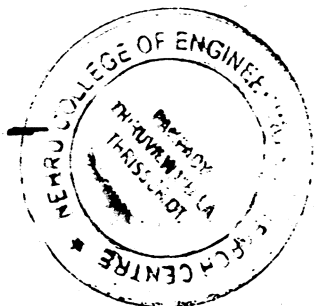
From: Nilima Vadlamani <nilima.v@chegg.com>
Date: Tue, 29 Dec, 2020, 5:46 PM
Subject: Chegg Candidature Update | Selected
To: ramnathv007@gmail.com <ramnathv007@gmail.com>


Dear Ramnath V

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 20thFeb-2021




PRINCIPAL
Nehru College of
Engineering and Research Centre
Thiruvananthapuram, Kerala
Pin - 695 009 Kerala

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in 20thFeb-2021

Note: Granting answering rights is always subject to successful verification.

Thanks and Regards,

Expert Hiring Team

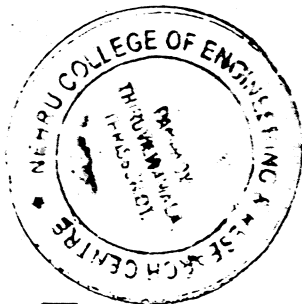
Chegg India Pvt. Ltd.

www.cheggindia.com

--
Thanking you

GOPINATHAN. C
Asst. Professor & Placement Coordinator
Test Centre Administrator -Online Examinations
Nehru College of Engg. & Research Centre
Nehru Group of Institutions, Kerala

Mob-09745357156/8113008777
Email-placement@ncerc.ac.in



Ch
PRINCIPAL
Nehru College of
Engineering and Research Centre
Thrissur, Kerala
Ph: 829 369 4605

Fwd: Chegg Candidature Update | Selected

Inbox

Gopinathan Chakkingal

to me

17-09-2021
1:55 PM (49
minutes ago)

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

From: **SARATH V J** <sarathvjayaprakash@gmail.com>
Date: Wed, Sep 1, 2021 at 2:13 PM
Subject: Fwd: Chegg Candidature Update | Selected
To: <placement@ncerc.ac.in>

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

From: **Expert Hiring Team** <hiringexpert@chegg.com>
Date: Thu, 28 Jan, 2021, 4:57 pm
Subject: Chegg Candidature Update | Selected
To: <sarathvjayaprakash@gmail.com>

Can't read or see images? [View this email in a browser](#)

Dear Sarath V J

Congratulations on being selected as a Managed Network Expert!

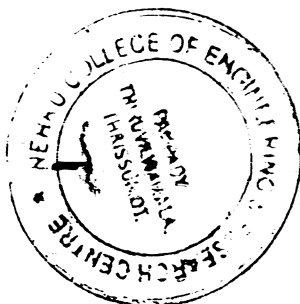
We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on Feb 10, 2021

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in Feb 10, 2021

***Note: Granting answering rights is always subject to successful verification.**

Thanks and Regards,
Expert Hiring Team



[Handwritten Signature]
PRINCIPAL
Nehru College of Engineering & Technology
Mysore

This email was sent by hiringspecial@chegg.com to sarathjayaprakash@gmail.com
Not interested? [Unsubscribe](#)
Chegg India | 401, Baani Corporate One || Jasola, New Delhi - 110025

Thanking you

GOPINATHAN. C
Asst. Professor & Placement Coordinator
Test Centre Administrator -Online Examinations
Nehru College of Engg. & Research Centre
Nehru Group of Institutions, Kerala

Mob-09745357156/8113008777

Email-placement@ncerc.ac.in

Recipients

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

From: **Gopinathan Chakkingal** <placement@ncerc.ac.in>

Date: Fri, Sep 17, 2021 at 1:55 PM

Subject: Fwd: Chegg Candidature Update | Selected

To: <sankar.me@ncerc.ac.in>

Thanking you

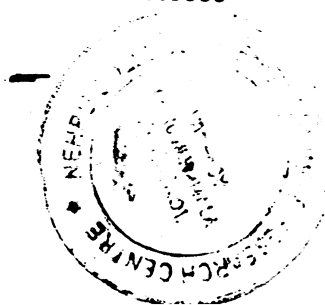
GOPINATHAN. C
Asst. Professor & Placement Coordinator
Test Centre Administrator -Online Examinations
Nehru College of Engg. & Research Centre
Nehru Group of Institutions, Kerala

Mob-09745357156/8113008777

Email-placement@ncerc.ac.in

With Kind regards

Dr.S.Sankar M.Tech., Ph.D.,IAENG., MISTE.,
Professor-Department of Mechanical Engineering
Nehru College of Engg & Research Centre,
Pampady,Thiruvilwamala,
Thrissur Dist, Kerala-680588, India
Mob: +91.9942419636



SM
PRINCIPAL
Nehru College of
Engineering and Research Centre
Pampady, Thiruvilwamala, Thrissur, Kerala
Pin - 680 588

Fwd: Chegg Candidature Update | Selected

Inbox

Gopinathan Chakkingal

17-09-2021
1:54 PM (55
minutes ago)

to me

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

From: **AMAL E THOMAS** <amalemmatty26@gmail.com>
Date: Wed, Sep 1, 2021 at 2:13 PM
Subject: Fwd: Chegg Candidature Update | Selected
To: <placement@ncerc.ac.in>

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

From: **Expert Hiring Team** <hiringexpert@chegg.com>
Date: Thu, 28 Jan 2021, 4:57 pm
Subject: Chegg Candidature Update | Selected
To: <amalemmatty26@gmail.com>

Can't read or see images? [View this email in a browser](#)

Dear Amal E Thomas

Congratulations on being selected as a Managed Network Expert!

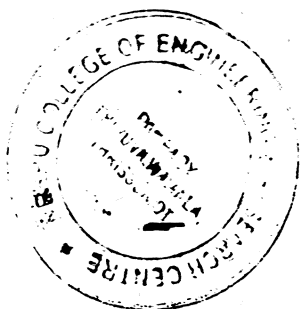
We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on Feb 11, 2021

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in Feb 11, 2021

***Note: Granting answering rights is always subject to successful verification.**

Thanks and Regards,
Expert Hiring Team



Yh
PRINCIPAL
NCHERU College of
Engineering and Research Centre
P.O. Box 550, P.O. Koratla
Dist. - 550, P.O. Koratla

This email was sent by hiringexpert@chegg.com to amalematty26@gmail.com
Not interested? [Unsubscribe](#)
Chegg India | 401, Bani Corporate One | Jasola, New Delhi - 110025

Thanking you

GOPINATHAN. C
Asst. Professor & Placement Coordinator
Test Centre Administrator -Online Examinations
Nehru College of Engg. & Research Centre
Nehru Group of Institutions, Kerala

Mob-09745357156/8113008777
Email-placement@ncerc.ac.in

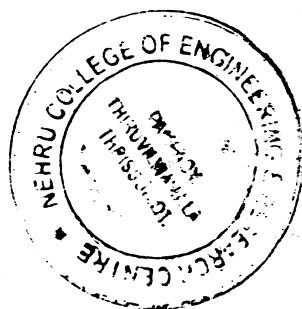



Recipients

----- Forwarded message -----
From: **Gopinathan Chakkingal** <placement@ncerc.ac.in>
Date: Fri, Sep 17, 2021 at 1:54 PM,
Subject: Fwd: Chegg Candidature Update | Selected
To: <sankar.me@ncerc.ac.in>

With Kind regards

Dr.S.Sankar M.Tech., Ph.D.,IAENG., MISTE.,
Professor-Department of Mechanical Engineering
Nehru College of Engg & Research Centre,
Pampady,Thiruvilwamala,
Thrissur Dist, Kerala-680588, India
Mob: +91.9942419636




PRINCIPAL
Nehru College of
Engineering and Research Centre
Pampady, Thiruvilwamala, Thrissur Dist,
Kerala - 680588, India

Forwarded message -----

From: **RAMNATH V** <ramnathv007@gmail.com>
Date: Tue, Sep 21, 2021 at 2:30 PM
Subject: Fwd: Welcome to BYJU'S|Your offer letter
To: <sankar.me@ncerc.ac.in>

Sir, I am Ramnath V, 2017-21 batch mechanical engineering. I hereby attach my offer letter from Byju's as Business Development Associate in Bangalore

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

From: **Ramnath V** <ramnathv1999@gmail.com>
Date: Tue, 21 Sep, 2021, 2:28 PM
Subject: Fwd: Welcome to BYJU'S|Your offer letter
To: <ramnathv007@gmail.com>

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

From: **Dipali Kapri** <system@successfactors.com>
Date: Tue, 21 Sep, 2021, 2:18 PM
Subject: Welcome to BYJU'S|Your offer letter
To: Ramnath V <ramnathv1999@gmail.com>

Dear Ramnath ,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee - Sales** at **BYJU'S – The Learning App**.

You will find your offer letter available in the link below. Please select the "Accept Offer" to initiate the onboarding with Byju's - The Learning App

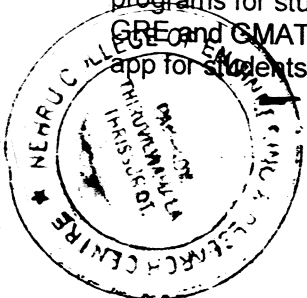
[View/Accept Offer ...](#)

If not accepted within **48hours**, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

About Byju's:

BYJU'S is the world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.



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PRINCIPAL
Nehru College of
Engineering and Research Centre
Thiruvananthapuram, Kerala
686 501

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 47 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 1700+ cities, the app is creating a whole new way of learning through visual lessons. Also, the annual renewal rates of 85% is testament to the fact that the app is helping students learn better.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

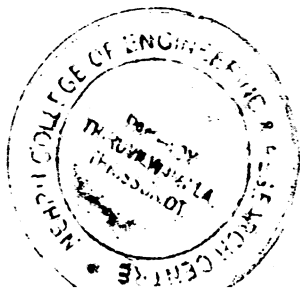
At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a BYJUite officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.


Few information regarding your training and reimbursement policies are given below:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training will not happen without fulfilment of this requirement
4. Your training performance will be thoroughly evaluated during your first 6 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory.

Regards,
Team BYJU'S




PRINCIPAL
NIELIT College of
Engineering and Research Centre
Hyderabad
Ph: 650 111 1111

28-Jan-2020

Dear Suraj S,
B.Tech/B.E., Mechanical Engineering
Nehru College of Engineering and Research Center



Candidate ID – 14000813

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



PRINCIPAL
Nehru College of Engineering and Research Centre
Thiruvananthapuram

Annexure A

Name: Suraj S

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

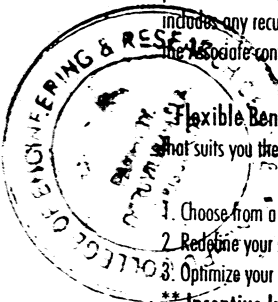
Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be



Handwritten signature and stamp of the Principal, Nehru College of Engineering and Research, Chennai.

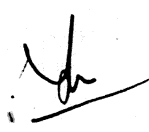
paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

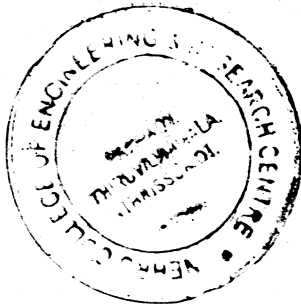
Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
Nehru College of
Engineering and Research Centre
Thiruvananthapuram





ಭಾರತೀಯ ಸ್ಟೇಟ್ ಬ್ಯಾಂಕ್
भारतीय स्टेट बैंक
STATE BANK OF INDIA

116

No: HR / RP / 2167
Date : 25.03.2021

Mr. Vaisakh Pradeep
S/o Mr. Pradeep Kumar K B
Kunnath House
Thanav, Olavakkode
Palakkad - 678002
Kerala
Mob: 7012877136
Roll No: 3631002109

Dear Sir,

SELECTION OF PROBATIONARY OFFICERS 2020 BATCH
OFFER OF APPOINTMENT

We are pleased to inform that you have been selected for appointment in Bengaluru Circle as a Probationary Officer in our Bank.

2. Your date of joining the Bank has been fixed as **30.03.2021**. Please make it convenient to report at **09.00 am** on that date to **Director, State Bank Institute of Learning & Development (SBILD), Gyan Jyothi, Plot No 112, Ward No 7, Adjacent to Jakkur Flying Club, Jakkur Main Road, Bengaluru- 560004, Contact No- 080-23332215**. You are required to make your own travel arrangements. However, for initial joining, you will be reimbursed travelling expenses from the place of residence/previous employment by the shortest route. The entitlement for the purpose will be AC II tier train fare.

3. Your appointment will be subject to satisfactory completion of pre-appointment formalities including the following:

a) Medical examination by Bank's Doctor and his satisfactory report/clearance after medical examination as may be conducted by him.

b) Verification of certificates / testimonials in original evidencing the date of birth, caste, experience (if applicable), educational qualifications etc.

c) Execution of Bond/Undertaking to serve the Bank for a minimum period of 3 years from the date of joining the Bank and to pay a sum of Rs. 2.00 lac (Rs. Two lac only), plus applicable GST, to the Bank in the event of your resignation from the services of the Bank or you leaving the Bank for whatsoever reason within the said period of 3 years in the format provided by the Bank.

In case you are serving elsewhere, please arrange to furnish a release/ discharge letter from your present employer by that date.



ಮಾನವ ಸಂಪನ್ಮೂಲ ವಿಭಾಗ
ಸ್ಥಳೀಯ ಪ್ರಧಾನ ಕಛೇರಿ
3ನೇ ಮಹಡಿ, ನ್ಯೂ ಅನೇಕ್ಸ್ ಬಿಲ್ಡಿಂಗ್
ಸ್ವ.ಪ್ರ.ಕ. ಅವರಣೆ
ನಂ. 65, ಸೆಂಟ್ ಮಾರ್ಕ್ ರಸ್ತೆ
ಬೆಂಗಳೂರು - 560 001

मानव संसाधन विभाग
स्थानीय प्रधान कार्यालय
तीसरी मंजिल, न्यू अनेक्स भवन
स्था.प्र.क. परिसर
नं. 65, संत मार्क रोड
बेंगलूरु - 560 001

Human Resources Department
Local Head Office
3rd Floor, New Annexe Building
LHO Campus, Engineering and Research
No. 65, St. Mark's Road
Bengaluru - 560 001

PRINCIPAL
Nehru College of
Engineering and Research
Bengaluru



Offer: Computer Consultancy
Ref: TCSL/DT20206297692/Trivandrum
Date: 25/02/2021

Mr. Vishnu K N
11/17 A Kalarikkal House,
Athikuzhi,
Palakkad-678101,
Kerala.
Tel# -9400318264

Dear Vishnu K N,

Sub: Letter of Offer

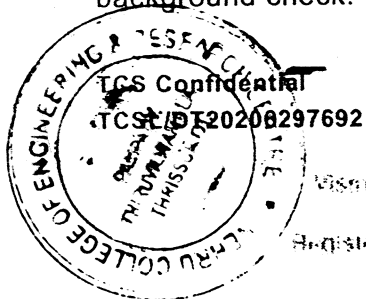
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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


After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Disruya Building 4th Floor, Narayana Road, Trivandrum, Kerala
Tel: 0484 664 9441
Registered Office: Narayana Road, Trivandrum, Kerala
TCSL is a member of the TCS Group of Companies. For more information, visit www.tcs.com


PRINCIPAL
Nehru College Engineering and Research Centre
Nehru College Engineering and Research Centre
P.O. 680 501 Kerala



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

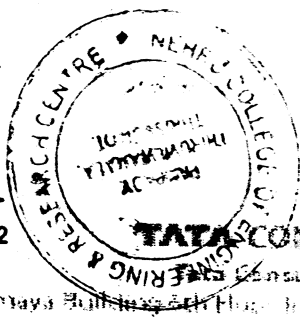
2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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TATA CONSULTANCY SERVICES
Engineering and Research Centre
Mishra Building, 5th Floor, 1st part, Kharavela, Hyderabad, India
Tel: 0181 664 5000 Fax: 0181 664 5001
Registered Office: No. 100, Park Road, 2nd Floor, Hyderabad, India
TCS Employee Services: 1800 101 0101

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Engineering and Research Centre

Engineering and Research Centre
Neeru College of
Engineering and Research Centre

(Signature)



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

OTHER BENEFITS

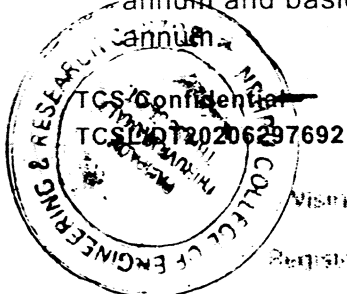
Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnava Building, 5th Floor, Narra College of Engineering & Research, Narra, Kerala

Tel: 0484 654 7070 Fax: 0484 654 7071

Registered Office: Narra College of Engineering & Research, Narra, Kerala

TCS Kerala Branch: Narra College of Engineering & Research, Narra, Kerala

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Narra, Kerala, India
98461 30057 Kerala



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional/membership as per TCSL's policy.



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Mehru Cellars of
Engineering and Professional Centre
Tata Sons & Consultancy Services Ltd.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Bhopal Road, Indore, Madhya Pradesh
Tel: 0431 654 5000 Fax: 0431 654 5001
Registered Office: National Institute of Industrial Estate Management, 2nd Floor, 100, Park Road, Indore, Madhya Pradesh



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

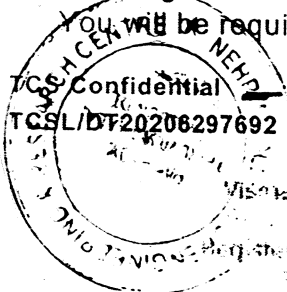
It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



TATA CONSULTANCY SERVICES

Tata Cons. Services Limited

Vishaya Building 6th Floor, Indraprastha S. K. Road, New Delhi - 110028

Tel: 011-26114000 Fax: 011-26114001

Registered Office: National Institute of Advanced Industrial Science and Technology

100, Sector 35, Gurgaon - 122002

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, or assume any public or private office, honorary or remunerative, without the prior

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnupada Building 6th Floor, Jodhpur Road, Mumbai, Maharashtra 400 004, India.

Phone: +91 22 6677 0000 Fax: +91 22 6677 0001

Registered Office: Mumbai, India. CIN: 746002 Tata Consultancy Services Limited

TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.

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Nonru College of
Engineering and Research
Mumbai, Maharashtra, India



written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wingava Building 6th Floor, 100, Park Street, Chennai - 600 005, India

Tel: 0484 454 5678 Fax: 0484 454 5679

Registered Office: Mumbai, India

TCS Company Name: Tata Consultancy Services Limited

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14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

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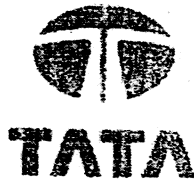
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Nehru College of
Engineering and Research Centre
Bhubaneswar, Odisha



day-to-day conduct as an associate of TCSL.

14. Notice Period

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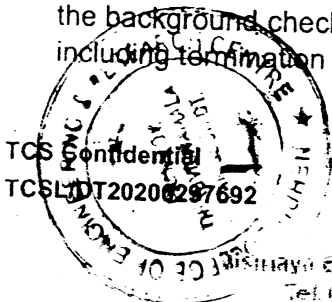
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Tata Consultancy Services Limited

Registered Office: Noida
Tel: 0181 654 5000
TCSL Chennai Branch

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Noida Centre
TCSL Noida Branch Centre
Pin 201301
Noida



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Vishnava Building 6th Floor, 100, Park Street, Chennai - 600 005, India
Tel: 0434 769 5070 Fax: 0434 769 5071
Registered Office: Mumbai, Maharashtra, India
TCS is an Equal Opportunity Employer

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Nehru College of
Engineering and Research Centre
Tiruvallur, Tamil Nadu
www.nec.edu.in



- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

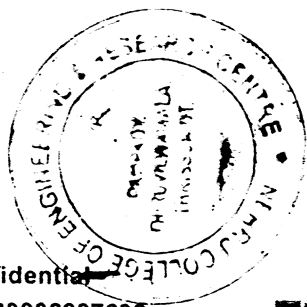
You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Mishra Building 6th Floor, 101, Connaught Place, New Delhi, India
Tel: 0184 664 9999
Registered Office: National Building, 101, Connaught Place, New Delhi, India
TCSL is a member of the Tata Group of Companies.

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Noida College of
Engineering and Research Centre
TCSL, Noida

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

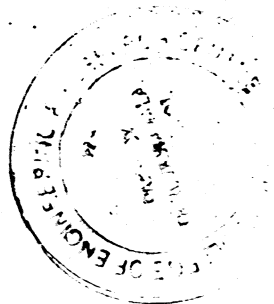
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



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Mangalore
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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnava Building 6th Floor, 100, Narayanpet Road, Bangalore - 560075
Tel: 080 664 5000 Fax: 080 664 5001
Regional Office: Nehru College of Engineering and Research Institute
Mangalore, Karnataka - 575001



GROSS SALARY SHEET

Annexure 1

Name	Vishnu K N
Designation	Assistant System Engineer-Trainee
Institute Name	Nehru Group Of Institutions

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877

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

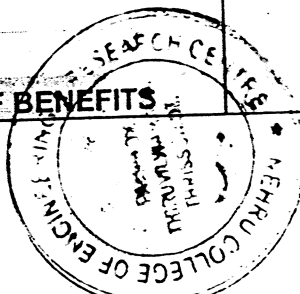
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

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

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

Table 2: TCSL defined structure for BoB (All Components in INR)

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



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PRINCIPAL
 Nehru College of
 Engineering and Research Centre
 Thiruvananthapuram, Thiruvananthapuram

TCS Confidential
 TCSL/DT20206297692

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Misra Building 6th Floor, 100, Park Street, Chennai - 600 005
 Tel: 044 664 5332
 Registered Office: Mumbai
 TCS Consultancy Services



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



[Handwritten Signature]

PRINCIPAL

Engineering and Research Centre
Tata Consultancy Services Limited
Bangalore

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, 100, Cross Street, Chennai - 600026, India
Tel: 044-66433000
Registered Office: Central Building, 100, Cross Street, Chennai - 600026, India
TCS Corporate Services: Bangalore, Chennai, Hyderabad, Mumbai, Pune, Kolkata

[Handwritten Signature]



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



[Signature]
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TATA CONSULTANCY SERVICES
BANGALORE

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building, 6th Floor, Bangalore, Karnataka, India

Tel: 080 604 5030

Registered Office: National Institute of Advanced Studies, Bangalore

TCS is a member of the Tata Group of Companies

[Signature]



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

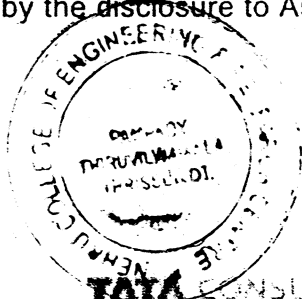
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



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PRINCE
Principal
Nehru College of
Engineering and Research Centre
Pondicherry University
17

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

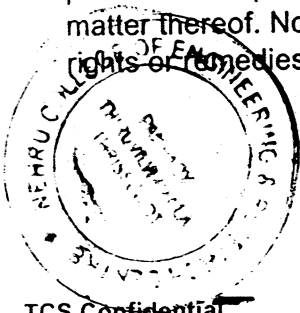
10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

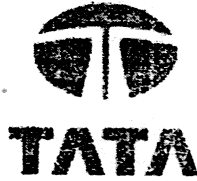


Yn

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PRINCIPAL
National Centre for
Promotion of Entrepreneurship
and Research Centre
Tata Consultancy Services Limited

Adi

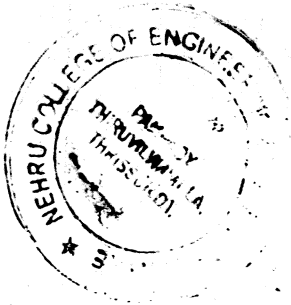


(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

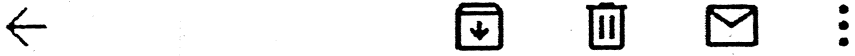
(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Ch

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Neeru College of
Engineering and Research Centre
Thiruvananthapuram



[Handwritten signature]



Chegg Candidature Update | Selected

Inbox



Neha Saksena Feb 8

to me ▾



Dear Rajamani J,

Congratulations on being selected as a Managed Network Expert!

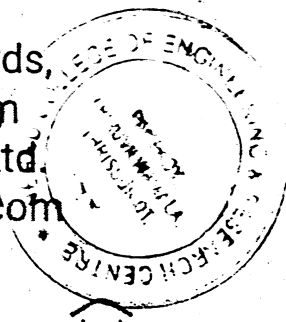
We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 2021-02-12.

You will receive a detailed activation mail along with the things to do once your answering rights are granted in Feb-21.

Note: Granting answering rights is always subject to successful verification.

Thanks and Regards,
Expert Hiring Team
Chegg India Pvt. Ltd.
www.cheggindia.com



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Principal
Neeru College of
Engineering and Research
Palur, Tiruvallur District
Pin - 605 001, Tamil Nadu





WABCO

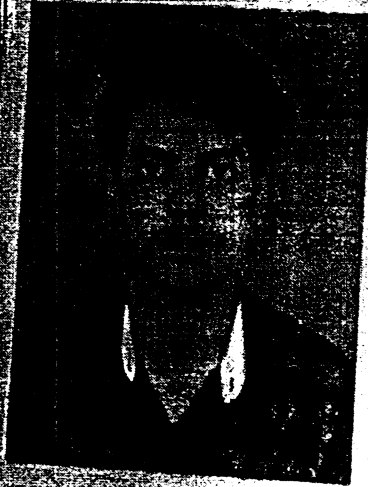


ZF WABCO INDIA LIMITED

FORM No. 2-6

1

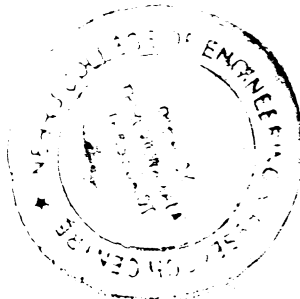
3rd Main Road, Ambattur Indl. Estate, Chennai - 58.
224 2000 Regn No. TVR 7083



Name: Ranjith O.

Roll No.: 182 996

Dept.: Accelerator
Actuator



Handwritten signature

PRINCIPAL
Anna College of
Engineering and Research Centre
Bambay, Tambaram, Chennai
Pin - 600 507, Kerala

CISF

Office of the Dy. Inspector General
Central Industrial Security Force
(Ministry of Home Affairs)

CISF NZ-1 HQrs, MAHIPALPUR
NEW DELHI - 110037

Dated: 24/Oct/2021

Letter No. E-32023/RECTT/NZ-1 HQRS/CT-TM-2019/2021- 636

To,

Roll No. 196061000665
ANAND K KRISHNAN
s/o KRISHNANKUTTY
H.No.- KODAVAMPADATH, Vill- VELLARKULAM,
PO - PAZHAYANNUR, PS - PAZHAYANNUR,
Distt- THRISSUR,
State- KERALA, Pin- 680587.

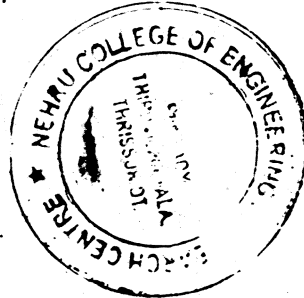
Subject : RECRUITMENT OF CONSTABLE/TRADESMAN IN CENTRAL INDUSTRIAL SECURITY FORCE : PROVISIONAL OFFER OF APPOINTMENT


Reference your selection to the post of Constable/Tradesman (SWEEPER) in Central Industrial Security Force.

2. You have been provisionally selected for appointment as Constable/Tradesman (SWEEPER) in CISF-2019 on the following terms and conditions:-

- You will draw the pay in the Level-3 in the Pay Matrix 21,700 to 69,100/-.
- Your appointment will be subject to the conditions given in the Agreement Form, which will be required to be filled at the time of reporting at :-

CISF RTC Deoli
Post : Deoli,
Distt : Tonk,
State : Rajasthan -304804.
Nearest Rly Station - Kota 90 KM
Nearest Airport - Jaipur 155 KM
Nearest Bus Stand - Deoli 01 Km
Mail ID: rtc-deoli1@cisf.gov.in
Telephone No. 01434-232088




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Engineering and Research
Thrissur, Kerala

- You will be on probation for a period of two years.
- The Appointing Authority may discharge you from service at any time during the period of probation, if in their opinion, your work or conduct during this period is considered unsatisfactory or shows that you are not fit for permanent appointment.
- You will be considered for confirmation in service on your successful completion of probation and if you are found fit in every respect for confirmation.
- It should be understood that your appointment is subject to any change in the Recruitment Rules framed from time to time and that you will have no claim for compensation in consequence of any such change. Further you will be subjected to the provisions of Central Industrial Security Force Act, 1968 (50 of 1968) and Central Industrial Security Force Rules, 2001 as amended from time to time.
- You are liable for transfer to any station in the Union of India.
- You are liable to be employed at any place within or outside India.
- You are liable to serve in NSG, SPG or any other Force of the Country in the broader interest of National security.
- In case you belong to SC/ST category, you are required to submit the original SC/ST Certificate. In addition to this, your appointment will be subject to the Caste/Tribe certificates being verified

through the proper channels and if the verification reveals that your claim is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.

- xi. In case you belong to OBC category, you are required to submit the original OBC Certificate in addition to this, you are also required to submit a declaration about your creamy layer status through the proper channels. If the verification reveals that your claim or your declaration regarding your creamy layer status is false, your services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false certificates.
- xii. In case you belong to EWS category, you are required to submit the original EWS Certificate in addition to this, your appointment is provisional and is subject to the Income and Assets Declaration Certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of fake/false certificates.
- xiii. If there is material evidence at a later date to prove that you had not met any of the criteria laid down for recruitment like domicile, category (SC/ST/OBC/EWS), educational, physical and medical standards etc, your provisional call up notice will be cancelled. You will further be liable to be terminated in case of the mistake coming to the knowledge of the department after you joining in the service.

3. If you accept the above mentioned terms and conditions, you may report to CISF RTC Deoli on **25-10-2021** repeat on **25-10-2021** for joining the post of Constable/Tradesman in the Central Industrial Security Force and undergoing the basic training schedule to commence w.e.f. **08-11-2021**

4. In case you fail to report to the training centre on the stipulated date, it will be presumed that you are not interested to accept this offer and the candidature will automatically stand cancelled. If you are not able to report to the Principal CISF RTC Deoli for joining the post of Constable/Tradesman (SWEEPER) in the Central Industrial Security Force and undergoing the basic training schedule to commence w.e.f. **08-11-2021** by the stipulated date due to unavoidable or compelling circumstances, you may submit your request with full facts/justifications to the Principal CISF RTC Deoli. Your request for extension should reach the Principal CISF RTC Deoli on or before the reporting date failing which it will be presumed that you are not interested to join and your call up notice will be cancelled. You should enclose all necessary documents in support of your request for extension, which will be considered by the competent authority. The decision of the competent authority shall be final and binding. There will be no appeal against the order of the competent authority.

5. It is further informed that you are required to carry the following documents in original:-

- a. Two copies of Attestation Forms (Already supplied or enclosed) duly filled in completely. (In case the answer to any question of column No. 12 of attestation form is "YES" then you must submit complete details of the case to the Principal CISF RTC Deoli immediately by post on receipt of this call up notice for joining. Only on hearing from the Training Centre you will report for the basic training. It is once again reiterated that without forwarding the details in advance and without hearing from Training Centre you will not be allowed to join for the basic training).
 - b. Certificate of Character (Annexure-IV FORMAT already supplied or enclosed), duly signed in appropriate column by the Sub-Divisional Magistrate/District Magistrate of your District.
 - c. Character and antecedent certificate (format already supplied or enclosed) from your local SHO duly filled in completely and signed. Your recent passport size photographs should be affixed on the right side corner of the certificate which should be attested by the SHO.
 - d. All original certificates pertaining to your educational qualifications date of birth, belonging to SC/ST/OBC/EWS/Hillman/Tribesman and Sports/NCC/ Other extra-curricular activities.
 - e. Two copies of your recent passport size photographs.
 - f. In case, you are already employed in Govt/Quasi Govt/Public Sector undertaking etc, you should get yourself relieved after duly observing the formalities as applicable before reporting at above Training Centre.
6. If you had applied for other services before joining CISF, you should intimate all the details in this regard to the Principal Training Centre immediately on joining for basic training. request to leave the department on 'technical resignation'.

AM
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of
Certificate
Status

You must open a simple saving bank account in your name in State Bank of India repeat Bank of India before joining at the Training Center. You should bring passbook, cheque book and ATM card for drawal of payment. If feasible, you should also bring PAN Card and Aadhar Card (as proof of Identity) for easy and quick opening of your account for New Pension Scheme.

8 You should be in possession of sufficient money in your account, at least Rs.8000/- for your own mess deposit which will be deposited to the Training Centre at the time of reporting. The mess deposit will be done by cheque.

9 You should also carry your personal belongings including proper clothing and bedding and other items of daily use which may be required by you.

10. You are advised not to be in possession of jewellery or expensive ornaments.


11. You will not be allowed to carry mobile phones during the training activities.

12. You are also advised not to bring any expensive gadget or any expensive item.

13. No TA/DA will be admissible to you for this journey.

14. The "NEW RE-STRUCTURED DEFINED CONTRIBUTION PENSION SCHEME (NATIONAL PENSION SYSTEM)" applicable for the new entrants to the Central Government Services w.e.f. 1st January, 2004 will also be applicable to you.

AUTHORITY :-CISF FHQrs New Delhi Ltr. No.E-32025(1)/12/RECTT/CONS(TM)-2019/2021-3036 DATED 22.09.2021 AND IG NS HQ NEW DELHI LETTER NO.E-32023/RECTT/MISC/NS/2019 -14564(E) DATED 01.10.2021 AND NO 14633(E) DATED 05.10.2021


RAVI MOHAN
Signature of appointing authority
CISF/JIT, UTER, KASIMPUR
(PRESIDENTIAL BOARD)

Encls(if not supplied earlier):

- i. Two Attestation Forms
- ii. Annexure-IV
- iii. Form of SHO certificate.

Copy to

- 1. The Sector IsG
- 2. The DisG/ARCs, CISF
- 3. AIG/Rectt, CISF HQs, New Delhi
- 4. DIG, CISF RTC Deoli


For favour of kind information please

For favour of kind information please

For favour of kind information please

For kind information and necessary action. Arrival report may be sent to all concerned. Initial recruitment papers in respect of individual concerned are being sent separately.




PRINCIPAL
Nehru College of
Engineering and Research Cent
Thirupurangal, Thiruvare

10/27/21, 8:37 AM

Gmail - Chegg Candidature Update | Selected

Ajay Prasad k c <ajay123ajayprasad@gmail.com>



Chegg Candidature Update | Selected

Thu, Jan 28, 2021 at 4:56 PM

Expert Hiring Team <hiringexpert@chegg.com>
Reply-To: hiringexpert@chegg.com
To: ajay123ajayprasad@gmail.com

Can't read or see images? View this email in a browser

Dear Ajay Prasad K C

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on Feb 10, 2021


You will receive a detailed activation mail along with the things to do, once your answering rights are granted in Feb 10, 2021

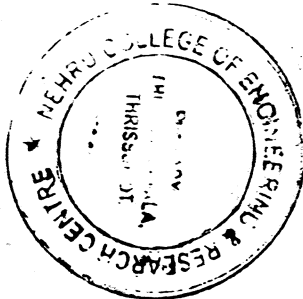
***Note: Granting answering rights is always subject to successful verification.**

Thanks and Regards,
Expert Hiring Team

This email was sent by hiringexpert@chegg.com to ajay123ajayprasad@gmail.com
Not interested? Unsubscribe

Chegg India | 401, Baani Corporate One || Jasola, New Delhi - 110025


PRINCIPAL
Nehru College of
Engineering and Research Centre
Baniyay, Jamshilwamala, Thiruvananthapuram



Remuneration Details

Name : Revathi Vanopadath
 Position: Assistant Manager
 Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

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

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

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

Date: 31-Aug-2021
 Digitally signed by RAJNISH SINHA
 Date: 2021.08.31 16:03:40 +05:30
 Reason: Offer Letter
 Location: Mumbai

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

Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website www.icicibank.com
 CIN: L85190GJ1994PLC021012

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

Dr. Sheela Srivastava
 Director – School of Management
 Nehru College of Engineering & Research Centre
 Nila Garden, Pampady, Thiruvananthapuram
 Thrissur Dist., Kerala, Pin - 680 588



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Chegg Candidature Update | Selected

1 message

Thu, Jul 1, 2021 at 6:58 PM

Aiswarya S <aiswaryaammu131@gmail.com>
To: hameem.nsm@ncerc.ac.in

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

From: Nilima Vadlamani <nilima.v@chegg.com>
Date: Mon, Jan 25, 2021, 9:21 AM
Subject: Chegg Candidature Update | Selected
To: aiswaryaammu131@gmail.com <aiswaryaammu131@gmail.com>

Dear Aiswarya S

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 25thFeb-2021

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in 25thFeb-2021

Note: Granting answering rights is always subject to successful verification.

Thanks and Regards,
Expert Hiring Team
Chegg India Pvt. Ltd.

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Pampady, Thiruvilwamala
Thiruvananthapuram Dist., Kerala, Pin - 680 568



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Chegg Candidature Update | Selected

1 message

Haritha Hari <rihathariha289@gmail.com>
To: hameem.nsm@ncerc.ac.in

Thu, Jul 1, 2021 at 9:50 AM

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

From: Nilima Vadlamani <nilima.v@chegg.com>
Date: Mon, Jan 25, 2021, 9:15 AM
Subject: Chegg Candidature Update | Selected
To: rihathariha289@gmail.com <rihathariha289@gmail.com>

Dear HARITHA HARI K

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 25thFeb-2021

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in 25thFeb-2021

Note: Granting answering rights is always subject to successful verification.

Thanks and Regards,
Expert Hiring Team
Chegg India Pvt. Ltd.

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Panpady, Thuvilwamala
Thiruvananthapuram, Kerala, PIN - 680 568



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Chegg Candidature Update | Selected

1 message

Thu, Jul 1, 2021 at 10:16 AM

Rabisha Krishna <rabishakrishna@gmail.com>
To: hameem.nsm@ncerc.ac.in

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

From: nimisha prajin <16nimishaprajin18@gmail.com>
Date: Sat, 5 Jun 2021, 9:25 am
Subject: Fwd: Chegg Candidature Update | Selected
To: <rabishakrishna@gmail.com>

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

From: nimisha prajin <16nimishaprajin18@gmail.com>
Date: Sun, Jan 24, 2021 at 10:09 PM
Subject: Fwd: Chegg Candidature Update | Selected
To: <rabishakrishna@gmail.com>

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

From: Nilima Vadlamani <nilima.v@chegg.com>
Date: Sun, Jan 24, 2021 at 7:48 PM
Subject: Chegg Candidature Update | Selected
To: 16nimishaprajin18@gmail.com <16nimishaprajin18@gmail.com>

Dear Rabisha Krishna

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Pampady, Truvilwamala
Truvilwamala, Kerala, Pin - 680 588

7/1/2021

Nehru College of Engineering & Research Centre II - Fwd: Offer letter



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Offer letter

1 message

Thu, Jul 1, 2021 at 10:54 AM

Revathi V <ranjurevu@gmail.com>
To: hameem.nsm@ncerc.ac.in

Respected sir,
I here by forward offer letter from axis bank.
Thank you sir

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

From: Revathi V <ranjurevu@gmail.com>
Date: Fri 7 May, 2021, 7:06 PM
Subject: Re: Offer letter
To: <Pratima@axisbank.com>

Hello Pratima,

Thanks for the offer.

I have gone through the same and have some further queries.

The location (relocation charges), is about ₹379/ month. Is this a business standard?

Also the group insurance and medical insurance is available only on confirmation. So does this mean I cannot avail the options during my training period?

Request you to please clarify on the same.

Regards

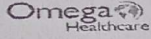
Revathi V
7306363933

On Fri 7 May, 2021, 1:37 AM Axis, <Axis.Careers@axisbank.com> wrote:

Dear Revathi V,

We are glad to offer you a role in our CBG. Please find the attached offer letter.

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Pamgady, Thiruvilwamala
Thrissur Dist., Kerala / Pin - 680 588



July 29, 2021

MS. Haritha K

Dear Haritha K

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **TRAINEE - MEDICAL CODING & BILLING** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs 14,470.00/- (Rupees Fourteen Thousand Four Hundred Seventy Only) per month. In addition to this, you will be paid HRA of Rs. 0.00/- (Rupees Zero Only) and Statutory Bonus of Rs. 1,447.00/- (Rupees One Thousand Four Hundred Fourty Seven only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Bengaluru-II** and you will report for duty on **30 July 2021 at 8.30 AM**.
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-2** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited.

Raja G

Talent Acquisition

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Pampady, Thiruvilwamala
Thrissur Dist., Kerala, Pin - 680 588

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.

P: +91 80 4155 7333

US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.

E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846

Remuneration Details

Name : Sreelakshmi P K
 Position: Assistant Manager
 Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

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

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

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

Date: 31-Aug-2021
 Digitally signed by RAJNISH SINHA
 Date: 2021.08.31 16:01:20 +05:30
 Reason: Offer Letter
 Location: Mumbai

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

Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website www.icicibank.com
 CIN.: L85190GJ1994PLC021012

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

Dr. Sheela Srivastava
 Director - School of Management
 Nehru College of Engineering & Research Centre
 Nila Garden, Pampady, Thiruvithamala
 Thrissur Dist., Kerala, Pin - 680 588

30 Jul 2021

Ms Haritha Hari K
Ananda Bhavan (H)
Thikkadeeri Palakkad
Kerala - 679502
Mobile No: 7034840556
E-mail ID: -hharitha289@gmail.com

Dear Ms Haritha Hari K,

OFFER LETTER: CUSTOMER RELATIONSHIP OFFICER

1. With reference to your application for appointment and subsequent interview, we are pleased to offer you the position of **Customer Relationship Officer** on the terms and conditions given in the succeeding paras.

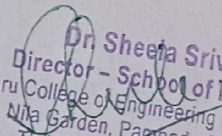
Posting

2. **Place of Posting:** You will be posted initially at our Koor Branch, CSB Bank LTD, First Floor, Devagiri New Building, Medical College PO, Kozhikode (Dist), Kerala-673008, 9072601127, koor@csb.co.in. However, you will also be subjected to transfers to any of the branches/offices of the Bank solely at its discretion.
3. **Date of Joining:** As discussed, you are required to join for duty latest by **01 Sep 2021**. The date on which you join the above office / branch will be reckoned as your date of joining in the service of the Bank.
4. **Reporting:** The position will report to the **Branch Head**. However, your title, responsibilities and reporting lines can be changed at any point of time based on organizational necessity and as decided by the Board and / or Management acting in the best interest of the Bank.

Compensation

5. You will be eligible for a consolidated pay on Cost to the Company (CTC), basis of Rs **250,008/-**, ie, **Rupees Two Lakh Fifty Thousand Eight Only per annum**. The detailed salary structure is attached at **Appendix A**.
6. Your salary is confidential and should not be discussed with anyone other than your reporting authority and HR Department.

691209
/


Dr. Sheeta Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nila Garden, Pampady, Thiruvilwamala
Thrissur Dist., Kerala, Pin - 680 588



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: JUST DIAL PVT LTD VIRTUAL CAMPUS DRIVE RESULTS-Reg

Fri, Jun 4, 2021 at 11:07 AM

Sheela Srivastava <directormba@ncerc.ac.in>
 To: P Hameem NSM <hameem.nsm@ncerc.ac.in>, pravipranavind@googlegroups.com, Suma R <sumar@jawaharlalcolleges.com>, "Dr. Ashokan. C" <hodmba@jawaharlalcolleges.com>

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

From: Dr.SIVAKUMAR-NEHRU GROUP OF INSTITUTIONS <sivakumar.ncpir@nehrucolleges.com>

Date: Thu, May 6, 2021 at 2:54 PM

Subject: JUST DIAL PVT LTD VIRTUAL CAMPUS DRIVE RESULTS-Reg

To: sathish kumar mani <sathish.mani13@gmail.com>, Siva Kumar <pkumarjothi@gmail.com>, Prakash Perumal <prakashkanur@gmail.com>, Thiru Moorthi <thirumoorthi151@gmail.com>, NITMBADIRECTOR Nehru <nitmbadirector@nehrucolleges.com>, vinod kumar V <nietvinodkumar.v@nehrucolleges.com>, Arun Patrick K <nitarunpatrick@nehrucolleges.com>, tpo ngik <tpongik@nehrucolleges.com>, NASCPLACEMENT Nehru <nascplacement@nehrucolleges.com>
 Cc: NIETPRINCIPAL Nehru <nietprincipal@nehrucolleges.com>, Niet Principal <nietprincipal@gmail.com>, NITPRINCIPAL Nehru <nitprincipal@nehrucolleges.com>, Advisor NGI <advisorngi@gmail.com>, ADMISSIONS Nehru <admissions@nehrucolleges.com>, vinay ngi website <vinay@nehrucolleges.com>, ncpir training group <training.ncpir@nehrucolleges.com>, sivakumar ncpir industry relations <sivakumar.ncpir@nehrucolleges.com>, Jeba Arul Raj <jeba.ncpir@nehrucolleges.com>, Lawrence Burer <lawrence.ncpir@nehrucolleges.com>, Placements Nehru <info.ncpir@gmail.com>, Sindhiya NGI <hr@nehrucolleges.com>, Krishna Kumar <krishnakumar02@gmail.com>, Dr.P.Krishna Kumar <krishnakumar002@hotmail.com>, Moses Daniel <mosesdaniel007@gmail.com>, Moses Daniel <mosesdaniel@nehrucolleges.com>, NIMSPRINCIPAL Nehru <nimsprincipal@nehrucolleges.com>, Nanthini Harikumar <k.nanthine@gmail.com>, NIITMPRINCIPAL Nehru <niitmpincipal@nehrucolleges.com>, Ravi kumar <k.ravikumar1072@gmail.com>, Vijay Rajakumar <asntvijay@gmail.com>, NIETMBADIRECTOR Nehru <nietmbadirector@nehrucolleges.com>, NIMSMBAHOD Nehru <nimsmbahod@nehrucolleges.com>, Shanthi Diwakar <shanthi.diwakar70@gmail.com>, NCMMBAHOD Nehru <ncmmbahod@nehrucolleges.com>, NIITMMBAHOD Nehru <niitmmbahod@nehrucolleges.com>, NehruColleges Placements <sivamani.ncpir@nehrucolleges.com>, Sheela Srivastava <directormba@ncerc.ac.in>, NASCPRINCIPAL Nehru <nascprincipal@nehrucolleges.com>

Dear Sir/Madam,

Greetings from NCPIR!.

We are happy to share the selected students results for JUST DIAL PVT LTD which was held on 18.03.2021 & 20.04.2021 through Google Meet .We congratulate the selected students.

S.No	Name	Reg No	Department	College	Email	Contact Number
1	Anjitha C	18UGCA015	BCA	NASC	anjithamano21@gmail.com	8075909518
2	SHAJI M	18UGBI084	BBA	NASC	shajimohan653@gmail.com	8921573164
3	Adarsh M	7.2102E+11	MBA	NIT	adarshmpp@gmail.com	9809488064

Dr. Sheela Srivastava

Director - School of Management
 Nehru College of Engineering & Research Centre
 P. O. Box 100, Pampady, Thiruvananthapuram
 Kerala - 680 583



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Gati Orientation

1 message

Sruthi S Nair <sruthisnair424@gmail.com>
 To: hameem.nsm@ncerc.ac.in

Thu, Jul 1, 2021 at 10:26 AM

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

From: <shweta.singh@gatikwe.com>

Date: Wed, 7 Apr, 2021, 1:04 pm

Subject: Gati Orientation

To: <achin.dixit_mba19@gla.ac.in>, <priyanka.chauhan_mba19@gla.ac.in>, <santosh.tiwari_mba19@gla.ac.in>, <kushagra.upadhyay_mba19@gla.ac.in>, <sahil.malik_mba19@gla.ac.in>, <sreelakshimimarutinath1234@gmail.com>, <raviskr09@gmail.com>, <zeuzvijay@gmail.com>, <bharathkumaar968@gmail.com>, <prasanna610201@gmail.com>, <varshininurmani08@gmail.com>, <thanujareddy514@gmail.com>, <sruthisnair424@gmail.com>, <itzzap12@gmail.com>, <AVANISHVISHWAKARMAPIMR1921@gmail.com>, <GOPALYADAVPIMR1921@gmail.com>, <KRATIKAGULWANIPIMR1921@gmail.com>, <PARVGOYALPIMR1921@gmail.com>, <SARTHAKCHOUBEYPIMR1921@gmail.com>, <shubhankarh05@gmail.com>, <jyotiranjankar997@gmail.com>, <debasispanda470@gmail.com>, <sahoo.subhajit420@gmail.com>, <pg19-19@kbschool.org>, <riteshpanda350gmail_comdebasishnanda21111996@gmail.com>
 Cc: <karuna.kamath@gatikwe.com>, <psrb.chakravarthy@gati.com>, <aravind.poliseti@gati.com>

Dear All,

Congratulations!!!

A Heartily Welcome from Gati to all the short-listed students.

We will be having orientation session on 8th April '21 (Thursday) at 11AM to 12PM.

Zoom Details-

<https://gatikwe.zoom.us/j/87910379537?pwd=YllNVmE3TktZWtIGNThaM0tZM1hJUT09>

Meeting ID: 879 1037 9537

Passcode: 191 256

Note- Request you all to login 10 Mins prior the scheduled time.

Regards,

Dr. Sheela Srivastava
 Director - School of Management
 Nehru College of Engineering & Research Centre
 NTA Garden, Pampady, Thiruvilwamala
 District - Kerala, Pin - 680 588



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Sruthi U chegg conformation

1 message

Thu, Jul 1, 2021 at 10:11 AM

Sooraj <sooraju22@gmail.com>
To: hameem.nsm@ncerc.ac.in

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

From: **Nilima Vadlamani** <nilima.v@chegg.com>
Date: Mon, 25 Jan 2021, 9:20 am
Subject: Chegg Candidature Update | Selected
To: sooraju22@gmail.com <sooraju22@gmail.com>

Dear SRUTHI U

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 25thFeb-2021

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in 25thFeb-2021

Note: Granting answering rights is always subject to successful verification.

Thanks and Regards,

Expert Hiring Team

Chegg India Pvt. Ltd.

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Nila Galden, Pampady, Thiruvilwamala
Thiruvananthapuram, Kerala, Pin - 680 588



Hameem P <hameem.nsm@ncerc.ac.in>

Fwd: Chegg Candidature Update | Selected

1 message

Thu, Jul 1, 2021 at 11:00 AM

Revathi V <ranjurevu@gmail.com>
To: hameem.nsm@ncerc.ac.in

Respected sir,

I here by forward confirmation letter from chegg india.

Than you sir

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

From: **Siddharth S** <nr5189641@gmail.com>
Date: Thu 1 Jul, 2021, 10:58 AM
Subject: Fwd: Chegg Candidature Update | Selected
To: ranjurevu@gmail.com <ranjurevu@gmail.com>

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

From: **Nilima Vadlamani** <nilima.v@chegg.com>
Date: Mon 25 Jan, 2021, 9:20 AM
Subject: Chegg Candidature Update | Selected
To: nr5189641@gmail.com <nr5189641@gmail.com>

Dear Revathi V

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on 25thFeb-2021

Dr. Sheela Srivastava
Director - School of Management
Nehru College of Engineering & Research Centre
Nita Garden, Pampady, Thuvilwamala
Kerala, Pin - 680 588