

**VH/HR/MAY/04/2024
22-05-2024**

**Mr. Alwyn Jose Antony
Koithara(H)
Thycattushery P.O
Cherthala, Alappuzha
Kerala-688528**

Dear Mr. Alwyn Jose Antony,

Sub: – Offer Letter for Trainee Engineer in Varma Projects- Reg.

We are glad to inform you that you have been selected for the position of a **Trainee Engineer** in our company with the Project Department for a period of six months. During this training period you are required to undertake all duties and activities as assigned to you by the Head of Projects Mrs. Bindu Ninan to whom you will be reporting. Your job will be confirmed after 6 months of training, following a successful performance review.

Your confirmation will be subjective to your satisfactory performance at Varma Homes during the training Period. Varma Homes will have all the rights to terminate the training and withdraw the full-time offer in the case of non-performance during the training period.

You will be eligible for a stipend of Rs. 15,000/- (Rupees Fifteen Thousand Only) per month and is subject to review only on completion of the training period of six months. You will not be eligible for any other monetary benefits from the company during this period. You will be eligible to avail one casual leave per month during the six months period.

You are expected to adhere Varma Homes policy, processes and instruction during your training period.

In the event of your leaving our company during the training period you need to serve a notice period of 15 days.

Please sign in the space provided below to confirm your acceptance within 10 days.

Thanking You,

Yours faithfully,

For Varma Homes Private Ltd.

Authorised Signatory

Acceptance of Trainee

**VH/HR/MAY/03/2024
22-05-2024**

**Ms. Meera M Pillai
Gokulam, MTRA - 11
S.t George L.P.S Road
Edappally, Kochi - 682024**

Dear Ms. Meera M Pillai,

Sub: – Offer Letter for Trainee Engineer in Varma Projects- Reg.

We are glad to inform you that you have been selected for the position of a **Trainee Engineer** in our company with the Project Department for a period of six months. During this training period you are required to undertake all duties and activities as assigned to you by the Head of Projects Mrs. Bindu Ninan to whom you will be reporting. Your job will be confirmed after 6 months of training, following a successful performance review.

Your confirmation will be subjective to your satisfactory performance at Varma Homes during the training Period. Varma Homes will have all the rights to terminate the training and withdraw the full-time offer in the case of non-performance during the training period.

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In the event of your leaving our company during the training period you need to serve a notice period of 15 days.

Please sign in the space provided below to confirm your acceptance within 10 days.

Thanking You,

Yours faithfully,

For Varma Homes Private Ltd.

Authorised Signatory

Acceptance of Trainee

**VH/HR/MAY/02/2024
22-05-2024**

**Mr. Akshay Ajith
Anugraha (H)
Kumbalam P.O
Ernakulam- 682506**

Dear Mr. Akshay Ajith,

Sub: – Offer Letter for Trainee Engineer in Varma Projects- Reg.

We are glad to inform you that you have been selected for the position of a **Trainee Engineer** in our company with the Project Department for a period of six months. During this training period you are required to undertake all duties and activities as assigned to you by the Head of Projects Mrs. Bindu Ninan to whom you will be reporting. Your job will be confirmed after 6 months of training, following a successful performance review.

Your confirmation will be subjective to your satisfactory performance at Varma Homes during the training Period. Varma Homes will have all the rights to terminate the training and withdraw the full-time offer in the case of non-performance during the training period.

You will be eligible for a stipend of Rs. 15,000/- (Rupees Fifteen Thousand Only) per month and is subject to review only on completion of the training period of six months. You will not be eligible for any other monetary benefits from the company during this period. You will be eligible to avail one casual leave per month during the six months period.

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Please sign in the space provided below to confirm your acceptance within 10 days.

Thanking You,

Yours faithfully,

For Varma Homes Private Ltd.

Authorised Signatory

Acceptance of Trainee

VH/HR/MAY/01/2024
22-05-2024

Mr. Akshay M D
Moothandassery (H)
Thalikulam P.O
Thrissur, Kerala

Dear Mr. Akshay M D,

Sub: – Offer Letter for Trainee Engineer in Varma Projects- Reg.

We are glad to inform you that you have been selected for the position of a **Trainee Engineer** in our company with the Project Department for a period of six months. During this training period you are required to undertake all duties and activities as assigned to you by the Head of Projects Mrs. Bindu Ninan to whom you will be reporting. Your job will be confirmed after 6 months of training, following a successful performance review.

Your confirmation will be subjective to your satisfactory performance at Varma Homes during the training Period. Varma Homes will have all the rights to terminate the training and withdraw the full-time offer in the case of non-performance during the training period.

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You are expected to adhere Varma Homes policy, processes and instruction during your training period.

In the event of your leaving our company during the training period you need to serve a notice period of 15 days.

Please sign in the space provided below to confirm your acceptance within 10 days.

Thanking You,

Yours faithfully,

For **Varma Homes Private Ltd.**

Authorised Signatory

Acceptance of Trainee



Jerry Anto <jerryanto@scmsgroup.org>

Fwd: Congratulations Devanarayanan S! Selected for the post of Site Supervisor (Civil)

2 messages

Devanarayanan S <sdevanarayanan90@gmail.com>
To: "jerryanto@scmsgroup.org" <jerryanto@scmsgroup.org>

Tue, Jun 11, 2024 at 4:43 PM

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

From: **aswathy posidoninfratel.com** <aswathy@posidoninfratel.com>
Date: Tue, 11 Jun, 2024, 3:52 pm
Subject: Congratulations Devanarayanan S! Selected for the post of Site Supervisor (Civil)
To: Devanarayanan S <sdevanarayanan90@gmail.com>
Cc: Deepak **posidoninfratel.com** <deepak@posidoninfratel.com>, biju posidoninfra <biju@posidoninfratel.com>

Dear Devanarayanan S,

I hope this email finds you well. I am Aswathy with the HR & Administration department for Posidon Infratel Solutions Pvt Ltd..

On behalf of Posidon Infratel Solutions Pvt Ltd. , I would like to congratulate you on your selection for the post of Site Supervisor (Civil) Your interview with the HR team really made a lasting impression and stood out from the rest of the candidates. Based on your skills and aptitude we think you would be fit for this position, and would like to offer you the job for the post of Site Supervisor (Civil).

We want you to get the most out of your career with us. There will be a probation of 3 months with training and the based on their appraisal after three months they will be selected on payroll. During probation, they will be given a stipend of Rs 10000/- (Rupees Ten thousand only) and a daily allowance of Rs 125/- for all working days. In case of travel, all the conveyance , lodging and boarding will be given at actuals.

Should you accept the offer, your proposed starting date will be 19th June 2024. Please let us know so that we can make adjustments if necessary.

For this position, you will be working with the Civil department and will report directly to them on your first day for in-processing. To help get you settled in, I have attached some paperwork that we highly encourage you to complete prior to your start date to ease the amount of paperwork you will have to do during in-processing.

You will also find a list of documents that we will require you to bring on your first day as part of our onboarding process. This will help prevent any delays in payment processing efforts.

Once again, congratulations. We hope to hear from you soon on your decision to accept our offer. In the meantime, let us know if you have any questions or concerns.

Warmest Regards,

ASWATHY K V
POSIDON INFRATEL SOLUTIONS PVT. LTD.

www.posidoninfratel.com

Address. Posidon House,
Chemmanad, Varikkoli PO,
Puthencruz, PIN - 682308,



The Right Turn

11/19/24, 11:03 AM

SCMS Group of Institutions Mail - Fwd: Congratulations Devanarayanan S! Selected for the post of Site Supervisor (Civil)

Kerala, India.

Phone. 0484 2929000 , 09946109691



 **Documents required to onboard.docx**
15K

Devanarayanan S <sdevanarayanan90@gmail.com>
To: jerryanto@scmsgroup.org

Wed, Nov 13, 2024 at 2:50 PM

[Quoted text hidden]

 **Documents required to onboard.docx**
15K

Ref.No: UT/HR/353/2023

Date: 6th September, 2023

Appointment Letter

To,
Ms. Shahana Younus,
Padathupeedikayil (H)
Akkikavu (P.O)
Thrissur
Kerala
680519.

Dear Shahana,

Further to your application and subsequent interview you had with us, we are pleased to appoint you as "Trainee Environmental Engineer" in our organization with effect from 6th September, 2023.

The terms and conditions of your appointment are as under:-

1. **Place of posting & Reporting**-Your initial place of posting will be at Kochi Office. However, during the exigencies, your services shall be liable to be transferred anywhere in Republic of India.

You will be reporting to Mrs. Ananthitha Anandan (GM -Kochi).

2. **Remuneration** - You will be paid Net salary of Rs.12,000 /- per month (Rupees Twelve Thousand only).
3. **Probation** - You shall be on probation for a period of 3 months from the date of joining our organization. The period of probation may be extended or curtailed at the sole discretion of the management depending upon your performance at work and/or conduct. Unless you are confirmed in writing, your initial period of probation shall be deemed to have been extended.

During the probation period, your appointment is terminable by the Company without assigning any reason whatsoever with the notice period of 8 days or pay in lieu thereof.

For any reason, if you decide to leave the company's service during probation period, then you are bound to give 1 Month notice or pay in lieu of the notice period.

You are supposed to attend your duties and complete your responsibilities all the time during the probation period. You shall not be entitled to any leave during the period of probation.

Ref: OLSN/APTL/07/2023-2024

Date: 15-06-2023

Subject: Appointment Letter

Dear,
ARATHI SREEKUMAR
PARAMBAT (H)
KODAKKAD (PO)
CHETTIPPADI
MALAPPURAM – 676319

We are pleased to inform you that you have been appointed for the position of **Environmental Engineer** at OXIRA ENVIRONMENTAL SOLUTION PVT LTD. Your employment is subjected to the terms and conditions listed below:

Starting Date:

Your starting date is 01/07/2023.

Working schedule:

Our work schedule is from 9 am to 5pm on all working days. All Sundays are holidays.

Salary:

Your monthly salary would be Rs Rs. 25,000/-. First 6 months will be Probation period. Salary hike depends on your performance. TA, DA against official tour only.

Terms & Conditions:

1. If you are willing to resign for any reason, inform the authority one month in advance.
2. If you are taking leave, fill out the leave form and inform at company office.
3. If attendance is not marked in the application, there will be salary deduction.

If you have further questions, please contact me by mail or call. Congratulations on your appointment and welcome to OXIRA ENVIRONMENTAL SOLUTION PVT LTD. We look forward to years of fruitful co-operation and success.

Sincerely,

AJITH CHRISTOPHER
MANAGING DIRECTOR

Mrs. Diya Faizel S
Abu Dhabi, UAE
Tel: +971 569646056

Abu Dhabi, 17/05/2024

Dear Mrs. Diya Faizel S

We are pleased to offer you the post of *Junior Proposal Engineer* with our company, as per the following terms and conditions:

Monthly Package:

- **Basic cash salary:** AED 1500 per month.
- **Accommodation Allowance:** AED 1000 per month.
- **Transportation Allowance:** AED 500 per month.

Other Benefits:

- **Air Ticket:** One ticket every full 2 years
- **Medical Insurance:** Company group insurance on the company's expenses as per Emirates Labour law
- A work permit will be provided by the company, followed by the residence visa. As per UAE Labor Law you will be under probation period for 6 months.
- Annual Leave: As per UAE Labor Law
- A "non-competition and non-disclosure" agreement is to be signed upon the first joining day.
- A full release with no objection on visa transfer from your current employer is to be obtained by yourself, and all expenses related to the current visa are on your own expense.

+91 80890 85335

arunkram4@gmail.com

4D, Kalpaka Fort Places,
Changampuzha Park
Edappally, Kochi - 24



OFFER LETTER

Dear Agnas,

Our company is pleased to offer you the position of Junior Environmental Engineer.


You will be handling the Environmental Impact Assessment projects, Environmental Clearance application and STP/ETP projects as well. You will also report to our CEO. We believe that your potential abilities, qualifications and experiences fits perfectly for our firm. Your starting date will be 05th July 2023.

The Annual income for this position is Rs. 1,44,000 to be paid on monthly.

We happily look forward to the oppurtunity of working with you.

Sincerely,

For Prime Technology Services


Technical Manager



Authorised Signatory

Prime Technology Services



Annexure - I
Compensation Break-Up

Employee Name: Aaron Venugopal

Designation: Trainee Engineer

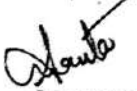
Remuneration	Per Month (₹)	Per Annum (₹)
Basic salary	9500	114000
HRA	3800	45600
Conveyance allowance	3800	45600
Other allowance	1900	22800
Special allowance	923	11076
Department/site allowance	3200	38400
Total Salary	23123	277476
Company contribution to P.F	1800	21600
Gratuity (Payable as per Act)	457	5481
Total Cost to the Company (CTC)	25380	304557

Additional Benefits

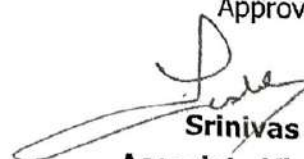
I. You will be eligible to receive group medical insurance coverage of Rs 5,00,000 for you, your spouse, and up to two children. Premium will be paid by the company.

II. You will also be eligible for group personal accident policy of Rs. 7,50,000. Premium will be paid by company

Prepared by


Amruta

Approved by


Srinivas Shetty
Associate Vice President
Human Resource
Sobha Limited

(Aaron Venugopal)



PASSION AT WORK

Ref: SL/HRD/AV/0184
Date: 30th April 2024

Mr. Aaron Venugopal,
Mulavukadu, Ernakulam,
Kerala - 682504

Dear Aaron Venugopal,

Congratulations! Further to your application and the subsequent discussion with us, we are pleased to offer you the position of **Trainee Engineer** with our company on mutually agreed terms and conditions subject to successful reference check & medical fitness.

We expect you to join on or before **15th May 2024** failing which this offer would be treated as withdrawn.

You will be entitled to salary & allowances as mentioned in Annexure - I.

Your employment with us will be governed by all rules, regulations, guidelines, policies, and practices at our Company, which may be amended from time to time.

Your CTC details are confidential, and you may discuss it only with the undersigned in case of any clarification.


Appointment letter would be issued to you upon joining.

You are requested to submit a few documents and information as mentioned in the joining formalities checklist at the time of joining.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Regards,

Accepted


AN **Srinivas Shetty**
Associate Vice President
Human Resource
Sobha Limited

Aaron Venugopal

Novaneeth S S
28/2303-B, Attaparambil House
Ajantha road, Pandikudy
Mattancherry , Kochi
Pin : 682002

Dear Novaneeth,

This has reference to your interest in taking up a full time position with Mozilor Technologies, "Mozilor". We are pleased to welcome you to Team Mozilor in Calicut as **Technical Support Engineer** effective from 01/08/2023 as per below mentioned terms.

1. Position

1.1. You will be employed with the Mozilor Team in the position of **Technical Support Engineer**. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.

2. Location

2.1. You will be based at the Company's office at Calicut.

2.2. The Company reserves the right to transfer you at any time to any other location in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant business of the Company or as part of any restructuring or amalgamation or re-organization plan implemented by the Company or by which the Company is bound.

3. Compensation and Benefits

3.1. You will undergo a 3 month training with a monthly payment of Rs.25000. Upon confirmation after successful training, your remuneration will be Rs.35000. Your gross compensation (after your successful training) shall be as set out in Annexure A annexed hereto and will be subject to all statutory deductions that the Company is required to make.

3.2. The Company intends to provide all the applicable statutory benefits and such other benefits that the Company may from time to time decide to provide including (a) Employee Provident Fund, (b) Employee State Insurance (ESI), (c) Pension. It is however clarified that, except for statutory benefits, such other benefits and entitlements that may



MC Velocity - Welcome

message

R - PMC VELOCITY <hr@pmcvelocity.com>
): MUHAMMED FARHAN <farhanmuhammed8601@gmail.com>

Wed, 29 Nov, 2023 at 4:

Dear Mr Muhammed Farhan K S,

Further to the interview and telephonic discussions, you are requested to join PMC Velocity on 01.12.2023. You will be reporting directly to the HR Manager, Ms Sreelatha T M at PMC Velocity, Cochin.

You are requested to carry the following documents at the time of joining:

1. Photocopies of all educational certificates.
2. A passport size photograph
3. Photocopy of Aadhaar Card
4. Bank Account Details

We are pleased to have you join our team and contribute your skills towards the growth of our organization.

Again, Congratulations and Welcome to the *Velocity family*.

Thanks & Best Regards

Jibina N

Asst Manager HR & Administration





SSET Placement <sset.placement@scmsgroup.org>

List of Selected Students from the Campus Drive -Kerala

2 messages

Sakshi Sanjay Wagh <sakshi.wagh@rdconcrete.com>

Sat, Feb 10, 2024 at 8:11 PM

To: placement.tist@gmail.com, placement@tistcochin.edu.in, mail@aim.edu.in, placementcell@bjgi.in, placement@snit.edu.in, ashraf@tkmim.ac.in, girishsp@brim.ac.in, corporate.relations@kbs.edu.in, gr.nair@lead.ac.in, fbsplacenebts@fisat.ac.in, office@holygracebschool.org, gptcctl@gmail.com, placementgpk@gmail.com, sjwptc@gmail.com, polytechnickothamangalam@gmail.com, placement@gptcperumbavoor.ac.in, placement@mtithrissur.ac.in, jesbinks@hotmail.com, polykkm@yahoo.co.in, wptplacement@gmail.com, placement.gptcc@gmail.com, prlgptcky@ymail.com, placement@vjcet.org, mail@cemunnar.ac.in, mail@saintgits.org, pc@mgits.ac.in, sset.placement@scmsgroup.org

Cc: Dr K S Bhoon <ksbhoon@rdconcrete.com>, Pretheesh Sukumaran <pretheesh.sukumaran@rdconcrete.com>, Nidhi Gala <nidhi.gala@rdconcrete.com>, Vimal Sethi <vimal.sethi@rdconcrete.com>, placement Cell ASIET <placement@adishankara.ac.in>

Dear All,

Greetings of the day.

I would like to thank you for participating in Campus Drive- Kerala which Conducted at at **Adishankara Institute of Engineering and Technology** On **8th Feb 2024** refer to the attached list of selected students.

Kindly confirm that Selected students will not be allowed to participate in campus selection for another company.

Sr.no	Name of the Student	Scheme	Highest Qualification	Name of College
1	Vishnu Vijay	MT	MBA/PGDM	Adi Shankara institute of Engineering and Technology
2	Jasim Rahman	MT	MBA/PGDM	FISAT BUSINESS SCHOOL
3	Geo Benny	MT	MBA/PGDM	Lead College of Management
4	Jisha Paul K	MT	MBA/PGDM	Adi Shankara Institute of Engineering and Technology
5	Bibin P S	MT	MBA/PGDM	Viswajyothi College of Engineering and Technology
6	Aswin V	GET	Degree - Electrical	College of Engineering Munnar
7	Emil Reemon	GET	Degree - Mechanical	Adi Shankara Institute of Engineering and Technology
8	Hisham Abdul Salam	GET	Degree - Electrical	Saintgits College of Engineering
9	Devi Harikumar	GET	Degree - Civil	Muthoot institute of technology and science
10	Sobin Varghese	GET	Degree - Civil	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
11	AMALKRISHNA K J	GET	Degree - Civil	Vidya Academy Of Science and Technology Thrissur
12	Kiran v Mahesh	GET	Degree - Civil	Muthoot institute of technology and science
13	ARJUN VINOD	DET	Diploma - Electrical	Government polytechnic college kalamassery
14	Ajith ganga	DET	Diploma - Mechanical	Gptc perumbavoor

Thanks & Regards,

Sakshi Wagh.

Team - HR

M:8657940540
P: 022 67896706

Email ID: sakshi.wagh@rdconcrete.com**We Promise We Deliver!**www.rdconcrete.com



RDC concrete (India) Pvt Ltd, Mumbai - HO 701, ThaneOne Corporate IT Park, Next to Tatvagyan Vidyapeeth, Ghodbunder Road, Thane (West), 400 610



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Do Write to:

customercare@rdconcreteindia.com : For Queries / Complaints / Technical Information, related to our products & services

sales@rdconcreteindia.com: For Sales Inquiries / Customised Product requirements / Concrete Orders

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Visit us at <http://www.rdconcrete.com>

CIN: U74999MH1993PTC172842

SSET Placement <sset.placement@scmsgroup.org>
To: Sakshi Sanjay Wagh <sakshi.wagh@rdconcrete.com>

Mon, Feb 12, 2024 at 9:31 AM

Dear Mam,

Thank you for the mail. Very happy to see that our students got placed at your concern. He will be joining you. In future, if any vacancy arises for freshers kindly inform us.

Thanks and Regards,

Dr. Jenson Joseph. E,

Officer- Admissions & Corporate Relations,

SCMS School of Engineering and Technology, Ernakulam, Kerala

Mob:+91 9846244400.

[Quoted text hidden]

PIL/2189

October 05, 2023

Ms. Ambily P R
Punnakkaparambil (H)
Alathur P O, Annamanada (via)
Thrissur- 680741.

Dear Ms. Ambily P R,

Sub: Offer Letter

We are pleased to inform you that based on the test and interview you had with us, you have been selected to join our team at Paradigm IT Pvt Ltd (hereinafter "**Paradigm**").

Brief details of the terms and conditions applicable to your position are:

1. Your designation shall be **Trainee Sub Engineer** and you shall be posted at our office in Kochi. You may be posted at such branch of Paradigm or selected for remote working at a later stage at Paradigm's sole discretion.
2. Your date of joining will be **16th October 2023** and you are required to be present at the office of Paradigm by 10.00 am for the joining formalities. Failure to join on the date mentioned above may lead to the cancellation of this offer. You are requested to provide the following on the date of joining:
 - a) Six (6) passport size photographs.
 - b) Original & Copies of Educational certificates.
 - c) Original ID proof (any one of Passport/Driving License/ Voter's ID/Pan Card/ Aadhar).
3. **Probation Period:** You shall be on probation for a period of 6 (Six) months. During this period, Paradigm shall evaluate your skill sets and performance to see if it fits the requirements. Similarly, you are requested to take this opportunity to review and evaluate your job responsibilities and general office atmosphere.
4. **Service Period:** You shall be confirmed after successfully completing the Probation period which shall depend on your willingness to enter into employment and Paradigm's evaluation of your performance. We reserve the right to extend the probation period or terminate you in the event your performance falls below our expectations. On confirmation, your designation shall be **Sub Engineer**.

(page 1 of 3)



5. **Salary and Benefits:** During probation period your CTC will be **Rs.15001/- (Rupees Fifteen Thousand and One Only)** per month which shall be inclusive of all deductibles, statutory benefits and other benefits including Medical Insurance coverage.

As a token of appreciation for continued employment, Paradigm shall be pleased to pay such sum as specified in your Employment Agreement/Appointment Letter as retention bonus.

6. Notice period for either Party during probation shall be 15 days and post confirmation, the notice period shall be 3 months or whatever is agreed between the Parties at a later date. Paradigm at its sole discretion may opt/allow payment of salary in lieu of notice period.
7. Through the period of your service with Paradigm you should be medically fit and it will be up to the discretion of Paradigm to require you to undergo medical tests if required.
8. Paradigm reserves the right to conduct a background verification check including criminal background check on you. Any discrepancies in the verification result vis-à-vis the details provided by you may result in immediate termination without prior notice.
9. During the period of service with Paradigm, you shall not engage directly or indirectly in any other job or business either part time or full time, carry out any professional or other activities in the premises of Paradigm other than that allotted by Paradigm and/or arising out of the employment with Paradigm, use the infrastructure and facilities of Paradigm or cause them to be used for any other activity other than that specifically provided under the terms of the employment agreement.

In the event of violation of any of the above terms, Paradigm reserves all rights to initiate appropriate legal action including injunctions /damages and or termination of your services without any notice.

10. Your daily conduct and execution of duties will be governed by the rules and regulations of Paradigm. These rules and regulations are those which are in force currently and which will be framed from time to time. You would be required to work faithfully and diligently and promote the interest of Paradigm and not act in any manner adverse to Paradigm's interests. Under no condition you should disclose Paradigm's work details to outsiders unless it is required in the course of your work. In case of violations Paradigm shall have the right to initiate appropriate legal action against you. You will be required to sign a **Non-Disclosure Agreement** with Paradigm.

(page 2 of 3)



T : +91(484) 391 0000

W : www.paradigm.in

E : info@paradigm.in

CIN : U72200KL1999PTC025418

Paradigm IT Pvt. Ltd - 28/2373C Chilavanoor Rd, Elamkulam, Kochi 682 020, India

11. Paradigm reserves all rights and criteria to evaluate your performance regularly. We expect you to do your best and perform well in terms of both quality and production of work.

Please sign and return the duplicate copy of this letter as confirmation of acceptance of the above terms and conditions. We welcome you to Paradigm and wish you good luck and a very bright career here.

Thanking you,
Yours Sincerely,

For Paradigm IT Pvt. Ltd.,

Accepted

**Senthil Kumar K
Director (HR/Accounts&Admin)**

Ambily P R

(page 3 of 3)



T : +91(484) 391 0000

W : www.paradigm.in

E : info@paradigm.in

CIN : U72200KL1999PTC025418

Paradigm IT Pvt. Ltd - 28/2373C Chilavanoor Rd, Elamkulam, Kochi 682 020, India

PIL/2166

October 05, 2023

Ms. Jeslin Maria Jacob
Thekkiniyath (H)
Alathur P O
Annamanada (via),
Thrissur- 680741.

Dear Ms. Jeslin Maria Jacob,

Sub: Offer Letter

We are pleased to inform you that based on the test and interview you had with us, you have been selected to join our team at Paradigm IT Pvt Ltd (hereinafter "**Paradigm**").

Brief details of the terms and conditions applicable to your position are:

1. Your designation shall be **Trainee Sub Engineer** and you shall be posted at our office in Kochi. You may be posted at such branch of Paradigm or selected for remote working at a later stage at Paradigm's sole discretion.
2. Your date of joining will be **16th October 2023** and you are required to be present at the office of Paradigm by 10.00 am for the joining formalities. Failure to join on the date mentioned above may lead to the cancellation of this offer. You are requested to provide the following on the date of joining:
 - a) Six (6) passport size photographs.
 - b) Original & Copies of Educational certificates.
 - c) Original ID proof (any one of Passport/Driving License/ Voter's ID/Pan Card/ Aadhar).
3. **Probation Period:** You shall be on probation for a period of 6 (Six) months. During this period, Paradigm shall evaluate your skill sets and performance to see if it fits the requirements. Similarly, you are requested to take this opportunity to review and evaluate your job responsibilities and general office atmosphere.
4. **Service Period:** You shall be confirmed after successfully completing the Probation period which shall depend on your willingness to enter into employment and Paradigm's evaluation of your performance. We reserve the right to extend the probation period or terminate you in the event your performance falls below our expectations. On confirmation, your designation shall be **Sub Engineer**.

(page 1 of 3)



5. **Salary and Benefits:** During probation period your CTC will be **Rs.15001/- (Rupees Fifteen Thousand and One Only)** per month which shall be inclusive of all deductibles, statutory benefits and other benefits including Medical Insurance coverage.

As a token of appreciation for continued employment, Paradigm shall be pleased to pay such sum as specified in your Employment Agreement/Appointment Letter as retention bonus.

6. Notice period for either Party during probation shall be 15 days and post confirmation, the notice period shall be 3 months or whatever is agreed between the Parties at a later date. Paradigm at its sole discretion may opt/allow payment of salary in lieu of notice period.
7. Through the period of your service with Paradigm you should be medically fit and it will be up to the discretion of Paradigm to require you to undergo medical tests if required.
8. Paradigm reserves the right to conduct a background verification check including criminal background check on you. Any discrepancies in the verification result vis-à-vis the details provided by you may result in immediate termination without prior notice.
9. During the period of service with Paradigm, you shall not engage directly or indirectly in any other job or business either part time or full time, carry out any professional or other activities in the premises of Paradigm other than that allotted by Paradigm and/or arising out of the employment with Paradigm, use the infrastructure and facilities of Paradigm or cause them to be used for any other activity other than that specifically provided under the terms of the employment agreement.

In the event of violation of any of the above terms, Paradigm reserves all rights to initiate appropriate legal action including injunctions /damages and or termination of your services without any notice.

10. Your daily conduct and execution of duties will be governed by the rules and regulations of Paradigm. These rules and regulations are those which are in force currently and which will be framed from time to time. You would be required to work faithfully and diligently and promote the interest of Paradigm and not act in any manner adverse to Paradigm's interests. Under no condition you should disclose Paradigm's work details to outsiders unless it is required in the course of your work. In case of violations Paradigm shall have the right to initiate appropriate legal action against you. You will be required to sign a **Non-Disclosure Agreement** with Paradigm.

(page 2 of 3)



T : +91(484) 391 0000

W : www.paradigm.in

E : info@paradigm.in

CIN : U72200KL1999PTC025418

Paradigm IT Pvt. Ltd - 28/2373C Chilavanoor Rd, Elamkulam, Kochi 682 020, India

11. Paradigm reserves all rights and criteria to evaluate your performance regularly. We expect you to do your best and perform well in terms of both quality and production of work.

Please sign and return the duplicate copy of this letter as confirmation of acceptance of the above terms and conditions. We welcome you to Paradigm and wish you good luck and a very bright career here.

Thanking you,
Yours Sincerely,

For Paradigm IT Pvt. Ltd.,

Accepted

**Senthil Kumar K
Director (HR/Accounts&Admin)**

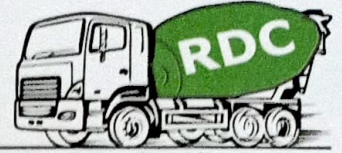
Jeslin Maria Jacob

(page 3 of 3)



RDC CONCRETE (INDIA) PVT LTD

CIN: U74999MH1993PTC172842
7th Floor, ThaneOne Corporate IT Park,
Ghodbunder Road, Kapurbawdi,
Thane West - 400 610.
Tel. No.: +91 22 - 6789 6789
www.rdconcrete.com



We Promise We Deliver

21, October 2024

To,
SOBIN VARGHESE
Koratty, Thrissur, Kerala

Sub.: APPOINTMENT LETTER

Dear SOBIN VARGHESE,

With reference to your application and subsequent interview you had with us, we have pleasure in offering you the following position in our Company on terms and conditions mentioned herein below.

1. **DESIGNATION:** Trainee Engineer
2. **LOCATION :** Kerala- Thrissur
3. You will be paid a fixed stipend of **Rs.28,000 /- per month.**

In addition to stipend as mentioned, you will also be eligible for retention bonus of **Rs 1 lakh** under the following terms and conditions:

- a. You complete your training successfully in 1 year period. Any extension in training period automatically cancels the retention bonus.
- b. You should not have resigned on or before date of retention bonus payment.
- c. Your performance continues to be graded above average (3.5 or higher in a scale of 5) even after training.

4. (a) You will be on Training for a period of **12 Months**, from **21, October 2024** under the apprenticeship act 1961.

(b) In the event of your performance and progress during the Training period is not found to be satisfactory, your training period is liable to be extended for such period as determined by the company.

(c) In case your performance and progress is not found to be satisfactory either during training period or extended training period, you will be relieved from the services of the Company without any further notice.

5. LEAVE

You will be eligible for casual leave @ 1.5 day per month.

6. PLACE OF WORK

Notwithstanding your initial posting, your services are transferable at any location/ place of work as per requirement of the Company.

WE ARE

GREAT PLACE TO WORK - CERTIFIED™

Building and sustaining High-Trust, High-Performance Culture™



The Company reserves the right to transfer your services either partly or wholly to its holding or associate Companies.

7. SEPARATION

We take young trainees to grow them into future leaders. It is expected that you will have long association with the company. In the unlikely event that you wish to separate from the company, you are required to give **one month** notice before separating from the company. In case you fail to do so you are liable to pay Rs. **30,000** to the company as training cost incurred by the company.

8. GENERAL

(a) It is expected that you will act with necessary sophistication and work as per the guidelines given by your superiors.

(b) You will not engage directly / indirectly or serve any other business whatsoever other than that of this company.

(c) It will be a must hence expected from a person holding responsible position like you're that honesty and commitment should prevail over your hard working. It also goes without saying that you will maintain utmost confidentiality regarding the affairs of the Company and shall not divulge any such information which may be prejudicial to the interest of the Company.

(d) In respect of matters, which are not specifically covered by the letter, you will be governed by the service rules of the Company, which will be in force from time to time.

(e) You will be required to submit all the true copies of the certificates along with originals for verification to the H R Department at the time of joining for the purpose of record, In case it is found that you have not passed the degree/diploma based on which you were selected, your training will be terminated without giving any notice.

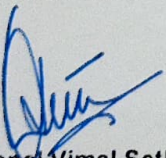
9. JOINING

It is expected that you will take up your assignment with in one month from the date of this letter.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to RDC and look forward for a long association with us.

Yours Faithfully,
For RDC CONCRETE (INDIA) PVT. LTD.


Colonel Vimal Sethi (Veteran)
Head HR

*Your one point contact for all Issues wecare@rdcconcrete.com



Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/HR/20240508/313
08th May 2024

To
Blessy Grace
Kodavarakkaran House PO
Alagappanagar 680302

Subject: Offer Letter for the post of Trainee Detailing Engineer.

Dear Blessy Grace,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**. You are expected to join duty on **Monday, 02nd September 2024**.

Remuneration

You will be paid a stipend of **INR. 21,000/-** (Rupees Twenty-One Thousand Only) per month which includes PF and ESI benefits.

Reporting:

You will be reporting to the Project Leader or whomsoever management nominates. You will be based in the **Bangalore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., #176,1st floor, Adarsh Eco Place, EPIP Zone II, Whitefield Bangalore - 560066**. The Company shall further be entitled to change the location of the place of work.

Probation:

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining.

Please note that the increment / incentive / appraisal is not on an automatic basis, and it will be decided by the management according to your performance.

You are requested to submit copies of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purposes.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to Aarbee Structures Pvt. Ltd.

We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.



R Rajkamal
Asst. Manager-Corporate H R



#176 | 1st Floor | Adarsh Eco Place | EPIP Zone II
Whitefield | Bangalore 560 066 | Karnataka | INDIA
Phone: + 91 80 6833 3400 | USA: +1 732 579 6180

www.aarbeestructures.com | info@aarbeestructures.com



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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Brinda Naveen,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process.

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Amrutha Dilip Kumar,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Fahmitha Farhath Marathan Thottathil,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Meenakshy R Nambiar,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Faaiz Latheef P A,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Lakshmi Santhosh,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear M V Amal Krishnan,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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Electrifex Technologies Pvt. Ltd.

Trans Asia Cyber Park, Infopark SEZ Phase 2,
Kochi 682303, Kerala, India.
Ph: +91 8590 137646 email: info@electrifex.com
www.electrifex.com

Electrifex

Enhancing Quality of Life

Date: 20.03.2024

Saajid V Basheer

Computer Science

SCMS School of Engineering and Technology

Karukutty

Ernakulam, Kerala

Email: saajidvbasheer@gmail.com

Phone: +91 9447376716

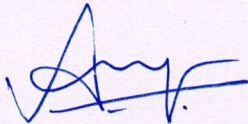
Dear Saajid,

We are pleased to offer you the position of Embedded Software Engineer at Electrifex Technologies Pvt. Ltd. with an estimated start date of 3rd June 2024. The starting salary will be 3 Lakhs per annum (CTC), with a planned revision after 6 months to 4 Lakhs per annum (CTC) or above.

Please note that the employment contract will be shared with you after you can confirm the exact joining date based on your final university exam dates.

We are excited to have you join our team!

Sincerely,



Anuja Subhash

Director





03-11-2023

Sreedarsana Ajay

SCMS School of Engineering & Technology,
Kerala.

Dear Sreedarsana Ajay,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual on boarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency - **Full Stack JAVA Software Programming**.

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-On boarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms& Condition to be met

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.



2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **“Live & Interactive with TECHNOLOGICS R&D team”** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters
 - a. Training attendance : 100%
 - b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
12. Based on the post assessment result Technologics Global will either hire for **Internal** Payroll requirement or for our client companies.



TECHNOLOGICS TechnologicS Global Private Limited.



13. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title



To,
Nikhil Vinayan
MRRA-37, Vismayam,
Mangat Road, Mammangalam,
Edapally, Kochi-682025
Chirammel Thanissery House,

We refer to your application seeking employment with MITSOGO TECHNOLOGIES PRIVATE LIMITED and the subsequent interview you had with us.

We have the pleasure of offering you employment subject to the service rules of the company that are in force and that may be introduced from time to time.

1. Position:

Your appointment as “**Product Evangelist**” commences from the date you report for your duty. You shall be based in **Chennai**. You shall be liable to be transferred to any other location as per the company rules.

2. Date of Commencement of Work:

Your tentative date of joining would be on **31 July 2024**. Kindly sign the duplicate and return the same, immediately upon receipt of this letter, to confirm the acceptance of the offer.

3. Probation Period:

Your employment will be subject to a probationary period of Six Months from the starting date of employment. Confirmation of your employment after probation will be subject to satisfactory performance and the fulfilment of any additional employment requirements.

4. Compensation:

During the term of the employment, you will be paid:

(a) Remuneration

Your CTC Salary shall be **Rs.4,00,000** /-PA (Rupees Four Lakhs Only Per Annum)

(b) Others:

You will also be entitled to Health Insurance and Medical Insurance as per Company Rules.

(c) Documents:

Please submit copies of the following documents at the time of your joining:

- i. SSLC certificate or equivalent in support of your age
- ii. Certificates / Mark sheets copies in support of your qualifications as mentioned in the resume
- iii. 4 Passport-size Photographs (Formal)
- iv. PAN card, Aadhaar Card, and Passport in support of Income Tax and National Identity.
- v. Original Copies of Relieving letters from your Previous Organizations and Service Certificates, if any Salary Certificate / Pay-slip for the last three (3) Consecutive Months
- vi. A document in support of your residence address
- vii. UAN -EPO Passbook Details of your Current/Previous Employer.

This offer of employment is subject to successful reference check and background verification reports and other professional details furnished by you.

A detailed appointment letter stating the terms and conditions of employment will be issued to you on your joining the company.

Mitsogo Technologies Pvt Ltd has the complete right to change on any of the above-mentioned employment conditions at any point of time based on their business needs.

We welcome you to Mitsogo family and wish all the success in your assignment with us.

For MITSOGO TECHNOLOGIES PRIVATE LIMITED



Name: Maheshboopathy S

Designation: Senior Manager Talent Acquisition

Annexure

Name : Nikhil Vinayan
Designation : Product Evangelist
CTC : 4,00,000/-

Component	Monthly Salary	Annual Salary
Basic	15,767	1,89,200
House Rent Allowance	7,883	94,600
Special Allowance	5,033	60,400
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Monthly Gross	31,533	3,78,400
Employer PF	1,800	21,600
Total Earning - CTC	33,333	4,00,000

Note:

1. All amounts indicated are in Indian Rupees (Except where specifically indicated)
2. You will be covered under the Employee Provident Fund Scheme from the date of joining. PF and other statutory components will be deducted from Gross Pay according to Govt norms.
3. TDS will be deducted as per Income Tax Rules, if applicable.
4. Professional Tax will be deducted as per the act.
5. Gratuity: On completion of five years of continuous service, you will be eligible for Gratuity as per the Payment of Gratuity Act
6. Medical Insurance: In accordance with the Company's policy, you and your family will be covered up to Rs. Two Lakh (on floating basis) under our Group Mediclaim Policy with limit of Rs.5000/- premium. Further, you are covered under the Group Personal Accident Insurance for an amount up to Rs.5.00 Lakh per annum.
7. You will be eligible for the Profit-Sharing Plan once you complete a year with Mitsogo Technologies Private Limited.

For MITSOGO TECHNOLOGIES PRIVATE LIMITED.



Name: Maheshboopathy S
Designation: Senior Manager Talent Acquisition

Mitsogo Technologies Private
CIN: U72200KL2013PTC034505
www.mitsogo.com, info@mitsogo.com
+91-484-2974545

Registered Office:
Wing 2, 5th floor, Jyothirmaya IT Building
Infopark Kochi- Phase II, Brahmapuram P.O
Kerala 682303

REF: MITS/0111/0324

Date: 28 March 2024

To,
Nora Raju T
Chirammel Thanissery House,
Chungam, Green Park Road,
Alagappanagar P. O.,
Amballur, Alagappanagar, Thrissur, Kerala - 680302

We refer to your application seeking employment with MITSOGO TECHNOLOGIES PRIVATE LIMITED and the subsequent interview you had with us.

We have the pleasure of offering you employment subject to the service rules of the company that are in force and that may be introduced from time to time.

1. Position:

Your appointment as “**Product Evangelist**” commences from the date you report for your duty. You shall be based in **Chennai**. You shall be liable to be transferred to any other location as per the company rules.

2. Date of Commencement of Work:

Your tentative date of joining would be on **31 July 2024**. Kindly sign the duplicate and return the same, immediately upon receipt of this letter, to confirm the acceptance of the offer.

3. Probation Period:

Your employment will be subject to a probationary period of Six Months from the starting date of employment. Confirmation of your employment after probation will be subject to satisfactory performance and the fulfilment of any additional employment requirements.

4. Compensation:

During the term of the employment, you will be paid:

(a) Remuneration

Your CTC Salary shall be **Rs.4,00,000** /-PA (Rupees Four Lakhs Only Per Annum)

(b) Others:

You will also be entitled to Health Insurance and Medical Insurance as per Company Rules.

(c) Documents:

Please submit copies of the following documents at the time of your joining:

- i. SSLC certificate or equivalent in support of your age
- ii. Certificates / Mark sheets copies in support of your qualifications as mentioned in the resume
- iii. 4 Passport-size Photographs (Formal)
- iv. PAN card, Aadhaar Card, and Passport in support of Income Tax and National Identity.
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This offer of employment is subject to successful reference check and background verification reports and other professional details furnished by you.

A detailed appointment letter stating the terms and conditions of employment will be issued to you on your joining the company.

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We welcome you to Mitsogo family and wish all the success in your assignment with us.

For MITSOGO TECHNOLOGIES PRIVATE LIMITED



Name: Maheshboopathy S

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CIN: U72200KL2013PTC034505
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Registered Office:
Wing 2, 5th floor, Jyothirmaya IT Building
Infopark Kochi- Phase II, Brahmapuram P.O
Kerala 682303

Designation: Senior Manager Talent Acquisition

Annexure

Name : Nora Raju T
Designation : Product Evangelist
CTC : 4,00,000/-

Component	Monthly Salary	Annual Salary
Basic	15,767	1,89,200
House Rent Allowance	7,883	94,600
Special Allowance	5,033	60,400
Medical Allowance	1,250	15,000
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6. Medical Insurance: In accordance with the Company's policy, you and your family will be covered up to Rs. Two Lakh (on floating basis) under our Group Mediclaim Policy with limit of Rs.5000/- premium. Further, you are covered under the Group Personal Accident Insurance for an amount up to Rs.5.00 Lakh per annum.
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For MITSOGO TECHNOLOGIES PRIVATE LIMITED.



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mitsogo

Name: Maheshboopathy S

Designation: Senior Manager Talent Acquisition

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Infopark Kochi- Phase II, Brahmapuram P.O
Kerala 682303



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Beneeta Ann Jacob,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process.

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Aiswarya Hari Gopal,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Ramsankar Pallikkara,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Soumya Sunil,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Lakshmi H,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear P K Pranav Sathish,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Aswin Pradeep,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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Sutherland**

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Nikhil Vinayan,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date : 20-11-2023

Dear Shoun Bennis Parappurath,

Congratulations!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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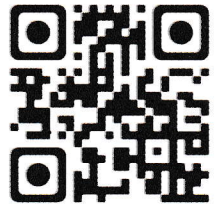
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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



SUTHERLAND®





Letter of Intent

Ref: CDSPL/INT 1891/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Sreedarsana Ajay,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of **INR 4,00,000 LPA (Four Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,




HEMALATHA.G
HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai – 600113
CIN : U72900TN2020PTC133791



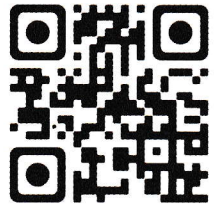
+91 4429878197



info@coapps.ai



www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1892/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Meenakshy R Nambiar,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of **INR 4,00,000 LPA (Four Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

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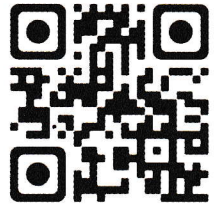
Regards,



HEMALATHA.G
HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd
Tidel Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN : U72900TN2020PTC133791

 +91 4429878197
 info@coapps.ai
 www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1893/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Aswin Babu,

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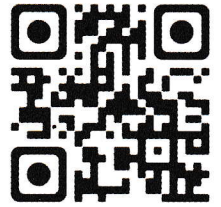
Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor,
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CIN : U72900TN2020PTC133791

 +91 4429878197

 info@coapps.ai

 www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1894/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Nora Raju,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of **INR 4,00,000 LPA (Four Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,



HEMALATHA.G
HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN : U72900TN2020PTC133791



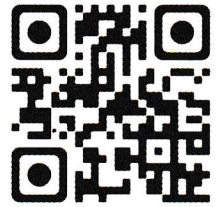
+91 4429878197



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www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1895/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Saajid V Basheer,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

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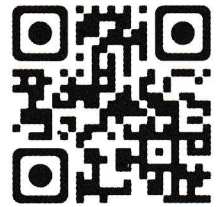
+91 4429878197



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Letter of Intent

Ref: CDSPL/INT 1896/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Ashwin Sivasankaran Kolapadath,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

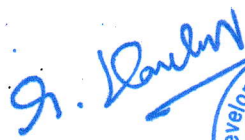

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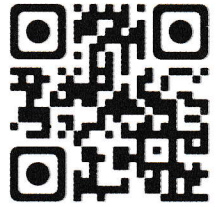
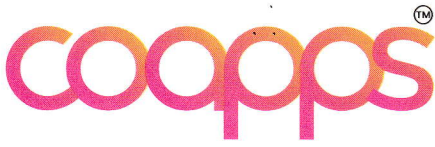
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Letter of Intent

Ref: CDSPL/INT 1897/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Hrishinadh M,

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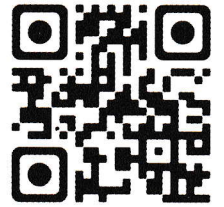
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Letter of Intent

Ref: CDSPL/INT 1898/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Jesteen Finu Babu,

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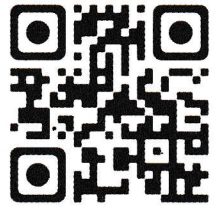
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Letter of Intent

Ref: CDSPL/INT 1899/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Alan Varghese Paul,

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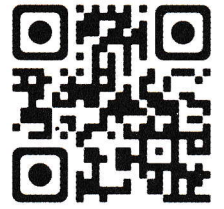
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Letter of Intent

Ref: CDSPL/INT 1900/2023

Date: 18-11-2023

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Dear Kavya Ajay,

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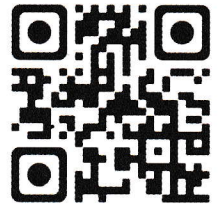
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Letter of Intent

Ref: CDSPL/INT 1901/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Beneeta Ann Jacob,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

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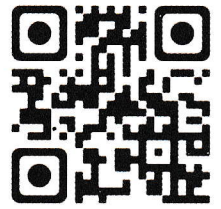
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Letter of Intent

Ref: CDSPL/INT 1902/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Aswini Gilson,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.



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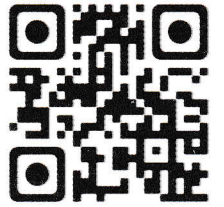
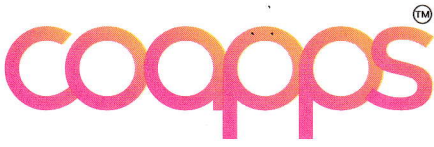
+91 4429878197



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Letter of Intent

Ref: CDSPL/INT 1882/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Ramsankar Pallikkara,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

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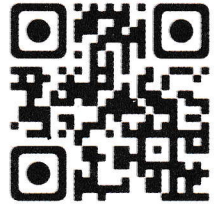
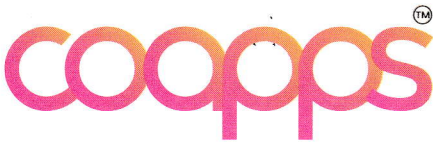
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Letter of Intent

Ref: CDSPL/INT 1883/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Anandakrishnan KB,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

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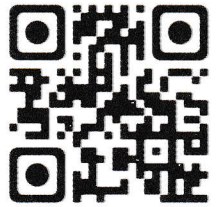
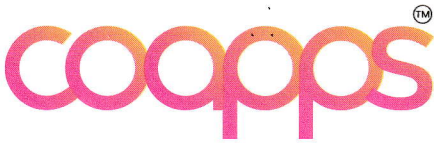
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Letter of Intent

Ref: CDSPL/INT 1884/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Prashobh C P,

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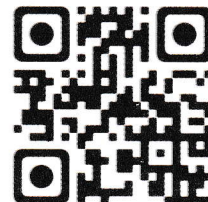
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Letter of Intent

Ref: CDSPL/INT 1885/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear M.M.Poojaa,

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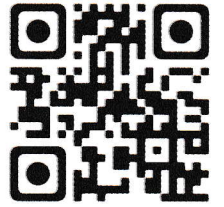
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Letter of Intent

Ref: CDSPL/INT 1887/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear P K Pranav Sathish,

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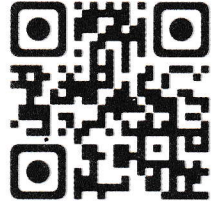
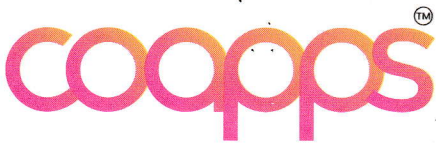
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Letter of Intent

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Dear Sidharth NS,

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HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN : U72900TN2020PTC133791



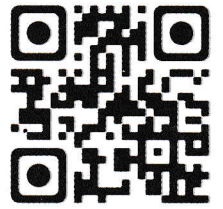
+91 4429878197



info@coapps.ai



www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1888/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Jennifer Pinto,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of **INR 4,00,000 LPA (Four Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

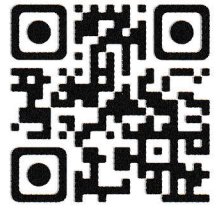
Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER



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Letter of Intent

Ref: CDSPL/INT 1889/2023

Date: 18-11-2023

SCMS School of Engineering and Technology

Dear Sourav. K,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.


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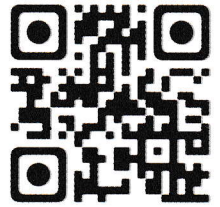
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Letter of Intent

Ref: CDSPL/INT 1890/2023

Date: 18-11-2023

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Dear Arjun KR,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

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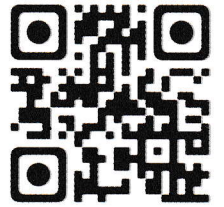
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